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WEEKLY

APRIL 26, 1941

Nursing times

PUBLIC HEALTH NUMBER

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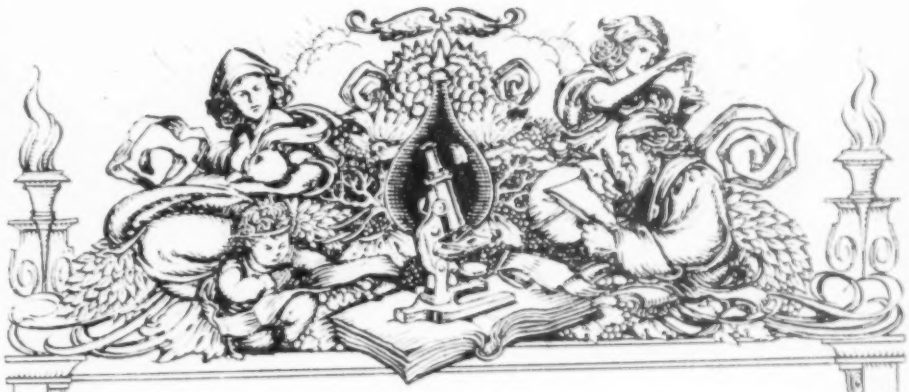

EVERY nurse who is working under wartime conditions, either in a military hospital or among the civil population, knows that, far more than at normal times, the majority of patients admitted are acutely ill and in a state of high nervous tension.

These abnormal conditions greatly emphasise the need for some easily assimilated form of restorative nourishment. For this purpose, the nurse will find "Ovaltine" of outstanding value, either as an emergency measure or a regular routine. "Ovaltine" is completely and easily assimilated, even when the patient is in a very low state of vitality. Indeed, "Ovaltine" possesses special properties which make the milk to which it is added more digestible, and thus easily assimilated, as well as far more nourishing.

"Ovaltine" possesses many advantages over ordinary food drinks. It is rich in strengthening, energy-giving nourishment; it allays nervous tension and promotes sound, restorative sleep. "Ovaltine" is highly concentrated and is prepared, by exclusive scientific processes, from malted barley, full cream milk and eggs from the famous "Ovaltine" farms. It contains the essential vitamins and valuable mineral salts, "first class" protein, carbohydrate and fat in carefully adjusted ratio.

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Free Lectures and Films. *The proprietors of "Ovaltine" provide—free of cost—the services of a Lecturer and the display of interesting cinematograph films to Nursing Institutes and Colleges. Write for details to "Lecturer," A. Wander Ltd., 184, Queen's Gate, London, S.W.7.*

N 117

Registered as a Newspaper

VOL. XXXVII. NO 1878

Journal of the Royal College of Nursing

YOUR PATIENTS LOOK TO YOU for advice on the latest developments in all matters of hygiene

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Classified Advertisements

All advertisements must reach The Manager, *Nursing Times* Messrs. Macmillan & Co. Ltd., St. Martin's Street London, W.C.2, by **12 noon Wednesday,** to ensure insertion in the issue of the same week

Telephone : WHITEHALL 8831 Telegrams : PUBLISH, LESQUARE, LONDON

OFFICIAL ANNOUNCEMENTS

Rate : 10/- per inch

THE ROYAL COLLEGE OF NURSING
ELLEN SARAH FOUNTAIN GRANT

THE Council of the Royal College of Nursing will consider applications for the above **Grant** to the value of £10 to be expended on some form of post-graduate study. The grant is available to any nurse who is a member of the Royal College of Nursing and who trained at one of the following hospitals :—

Brompton Hospital for Consumption and Diseases of the Chest, S.W.3;
Lambeth Hospital, S.E.11;
Seamen's Hospital, Greenwich, S.E.10.

Application forms may be obtained from The Directors in the Education Department, Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1.

The successful applicant will be asked to render a statement showing how the grant has been expended at the end of the course undertaken. (361)

THE ROYAL COLLEGE OF NURSING
PUBLIC HEALTH SECTION

THREE **Bursaries** of £10 each are offered by the Public Health Section of the Royal College of Nursing to assist members wishing to take the three months Industrial Nursing Course.

Applications for the bursaries should be sent to the Secretary, Public Health Section, The Royal College of Nursing, Henrietta Place, London, W.1, as soon as possible, stating age, training school, previous experience and present work. (217)

TRAINING AND LECTURE COURSES

Rate : 10/- per inch

NATIONAL HEALTH SOCIETY

Health Visitors

TRAINING **Course** for **Health Visitors, etc.,** in preparation for Examinations approv- by the Ministry of Health.

For particulars apply to Secretary, Nationa Health Society, 90, Buckingham Palace Road' S.W.1. (12)

THE ROYAL COLLEGE OF NURSING

COURSES for trained nurses in preparation for :—

(a) **Health Visiting.** Six months', starting 25th September, 1941.
(b) **Industrial Nursing.** One and three months' whole time; starting 23rd and 22nd April respectively, and correspondence course for nurses in industry.
(c) **Nurse Teachers.** One year whole-time. Two years' part-time.

Apply to the Director, Education Department, Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1. (16)

THE GENERAL INFIRMARY AT LEEDS SCHOOL OF RADIOGRAPHY
(RECOGNISED BY THE SOCIETY OF RADIOGRAPHERS)

THERE are vacancies for **students** training in Radiography in accordance with the regulations of the Society of Radiographers in preparation for the M.S.R. examination.

Vacancies occur in March and September.

For full particulars apply to the Matron, General Infirmary, Leeds. (49)

PUBLIC HEALTH VACANCIES

Rate : 10/- per inch

COUNTY BOROUGH OF IPSWICH
APPOINTMENT OF MUNICIPAL MIDWIFE

APPLICATIONS are invited for the post of **Municipal Midwife.**

Applicants must be State-registered nurses and certified midwives.

The salary will be at the rate of £200 per annum, rising by annual increments of £10 to £250, together with a war allowance at present at the rate of 6 per cent. p.a.

An annual uniform allowance of £10 will be paid, and in addition travelling facilities will be arranged.

The appointment will be terminable by two months' notice on either side, and will be subject to the provisions of the Local Government Superannuation Act, 1937, and to the candidate passing a medical examination.

Forms of application may be obtained from the undersigned, to whom they should be forwarded, together with three recent testimonials, not later than May 10th, 1941.

J. W. HUNTER,
Medical Officer of Health.
Public Health Department,
Elm Street, Ipswich.
April 15th, 1941. (620)

DERBYSHIRE COUNTY COUNCIL
TEMPORARY HEALTH VISITOR AND SCHOOL NURSING

APPLICATIONS are invited for the above appointment.

The salary is £210 per annum rising by annual increments to £255 per annum, plus a temporary cost of living bonus, together with reasonable travelling expenses. Candidates will be required to be fully trained nurses possessing the certificate of the Central Midwives Board, and either to have held the post of Health Visitor under a local authority or to hold the new Health Visitor's Certificate approved by the Ministry of Health. The Officer appointed will be required to work under the supervision of the County Medical Officer and to devote the whole of her time to duties in connection with maternity and child welfare, tuberculosis and school medical services, and to reside in such parts of the County as may be required. The duties do not include midwifery.

The post will be subject to the Provision of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

Forms of application may be obtained from the undersigned, to whom they should be returned completed by not later than first post on May 10th, 1941, together with copies of not more than three recent testimonials.

W. M. ASH.
County Medical Officer.
New County Offices,
Derby.
21st April, 1941. (685)

ESSEX COUNTY COUNCIL
MIDWIVES ACT, 1936

THE County Council of the Administrative County of Essex invite applications from certified midwives for the appointment of a **Whole-time Council Midwife** to undertake holiday and emergency duties. Commencing salary £170 to £200 per annum, according to experience, rising by annual increments of £5 to a maximum of £220 per annum. If the person appointed has obtained the three years' General Training Certificate in a Training School recognised by the General Nursing Council, from £20 to £30 per annum will be added to the salary. Allowances respectively of £10 per annum for uniform, £6 10s. per annum for laundry, and, unless equipment is provided and maintained by the Council, not exceeding £3 per annum for maintenance of equipment, together with an allowance for a bicycle, or, special circumstances, a motor car allowance will be granted.

The person appointed will be required to pass a medical examination and to contribute to the appropriate Superannuation Fund established by the County Council.

The appointment will be subject to the Council's Sick Pay Rules and Regulations, a copy of which will be forwarded upon application.

The person appointed will be required to reside in such district of the County as may be decided. The appointment will be held by the successful applicant during the pleasure of the Council and will be determinable by the Officer by one month's notice in writing.

Applications, on the prescribed form, obtainable from the undersigned, accompanied by copies of not more than three recent testimonials (which will not be returned) should be addressed to me and delivered not later than 10 a.m. on Saturday, the 10th day of May, 1941.

JOHN E. LIGHTBURN,
Clerk of the County Council.
County Hall,
Chelmsford.
21st April, 1941. (649)

LANCASHIRE COUNTY COUNCIL
APPOINTMENT OF SALARIED MIDWIVES

THE Lancashire County Council are about to appoint four **Midwives** to their salaried midwifery staff and invite applications from suitably qualified persons.

The midwives appointed will be whole-time servants of the County Council and will work under the direction and supervision of the County Medical Officer of Health or officers deputed by him.

Applicants must be under the age of 40 years. Preference will be given to those with general training.

The salary offered is at the rate of £172 per annum rising by annual increments of £10 to a maximum of £242 per annum, subject to satisfactory service. Previous service in a similar capacity may be counted in determining the commencing salary. An allowance of £28 will be made for uniform and laundry. Travelling expenses will also be allowed.

The appointment will be terminable by one month's notice on either side. The successful candidates will be required to pass a medical examination and to contribute to the superannuation fund of the County Council.

Forms of application and further particulars may be obtained from the County Medical Officer of Health, Public Health Department, County Offices, Preston, to whom all applications should be sent, together with copies of two recent testimonials from persons having an intimate knowledge of the applicant's work and character, not later than the 10th May, 1941.

GEORGE ETHERTON,
Clerk of the County Council.
County Offices, Preston.
12th April, 1941. (494)

DERBYSHIRE COUNTY COUNCIL
MIDWIVES ACT, 1936—SECTION 2 (1)

APPLICATIONS are invited for the appointment of County Midwives.

The appointments will be determinable by three month's notice on either side.

The **Midwives** will be required to undertake the general duties of County Midwives in any specified area of the County and they must hold the certificate of the Central Midwives Board.

Salary (a) in the case of midwives who are also General Trained State-registered nurses £200 rising by annual increments of £10 to £250 per annum, plus an allowance of £10 per annum for uniform and a temporary cost of living bonus.

(b) Midwives with midwifery training only—£175 rising by annual increments of £5 to £200 per annum, plus an allowance of £10 per annum for uniform and laundry and a temporary cost of living bonus.

The officers appointed will be required to devote their whole time to the service of the County Council, and will not be allowed to engage in private practice or any other employment or occupation. The officers appointed will be required to work under the direction of the County Medical Officer and to live in such part of the County as he may from time to time direct.

The posts will be subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidates will be required to pass a medical examination.

No application form is issued, but applications stating age, qualifications and previous experience, and whether married or single, and accompanied by copies of not more than three recent testimonials, should be sent to the undersigned in envelopes endorsed "County Midwife" not later than May 10th, 1941.

W. M. ASH,
County Medical Officer of Health.
New County Offices,
Derby.
21st April, 1941. (684)

COUNTY BOROUGH OF NORTHAMPTON
HEALTH VISITOR

THE Northampton Corporation requires the services of a **Health Visitor** in the Public Health Department, for duties mainly in connection with maternity and child welfare.

Candidates must have held before 1st April, 1939, an appointment as health visitor with the approval of the Minister of Health, or have obtained the Health Visitor's Certificate issued by the Royal Sanitary Institute under conditions approved by the Minister of Health or the Diploma issued under the Board of Education (Health Visitors' Training) Regulations, 1919.

The commencing salary will be between £210 and £240 per annum according to experience, plus a temporary cost-of-living bonus at present amounting to 10 per cent. Uniform allowance of £10 per annum and transport tickets provided.

The post is designated for superannuation purposes and the successful candidate may be required to pass satisfactorily a medical examination.

Applications, submitted on a prescribed form to be obtained from the Medical Officer of Health, Guildhall, Northampton, must be returned, accompanied by copies of not more than three recent testimonials, to reach the undersigned not later than Monday, 12th May.

W. R. KEW,
Town Clerk.
Guildhall,
Northampton.
April, 1941. (632)

COUNTY COUNCIL OF THE WEST RIDING OF YORKSHIRE
APPOINTMENT OF WHOLE-TIME MIDWIVES

APPLICATIONS are invited for the appointment of whole time **Midwives** holding the State-registered nurses certificate. The salary will be £200 per annum rising by increments of £10 to £240 with uniform, dressings, laundry, travelling expenses and equipment provided by the County Council.

Further particulars and forms of application may be had from the undersigned by whom all applications, together with copies of not more than three testimonials must be received not later than the 3rd May, 1941.

J. CHARLES McGRATH,
Clerk of the County Council.

County Hall,
Wakefield.
April, 1941. (630)

BOROUGH OF CHATHAM
SCHOOL NURSE—HEALTH VISITOR

APPLICATIONS are invited for the above combined appointment. Candidates must be general trained State-registered nurses, possessing the Certificate of the Central Midwives Board and the Health Visitor's Certificate, and be under 35 years of age. Candidates about to sit the examination for the Health Visitors Certificate will be considered. Commencing salary £200 per annum, rising by annual increments of £13 to £252 per annum, plus war bonus of 6 per cent. together with a uniform allowance of £5 per annum.

The post will be subject to superannuation, and the selected candidate will be required to pass a medical examination. Applications, accompanied by copies of three recent testimonials, must state age, qualifications, and experience, and be received by the Medical Officer of Health, "Elm House," 15, New Road Avenue, Chatham, not later than 10 a.m. on Tuesday, 6th May, 1941.

Canvassing, directly or indirectly, will disqualify.

J. C. SLEIGH,
Medical Officer of Health.
(671)

HEMSWORTH RURAL DISTRICT COUNCIL
APPOINTMENT OF HEALTH VISITOR

THE above Council invite applications from single women or widows for the above position.

Applicants must not be more than 40 years of age, and must possess the necessary qualifications as laid down by the Ministry of Health.

Commencing salary £225 per annum, rising (subject to satisfactory service) by annual increments of £12 10s. to £250 per annum, together with appropriate cost of living bonus and an allowance of £12 per annum in respect of travelling expenses.

The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937, and the person appointed will be required to produce a medical certificate of fitness to perform the duties.

Form of application may be obtained (on receipt of a stamped addressed envelope) from the Medical Officer of Health, 59, Kirby Road, Hemsworth, near Pontefract, to whom applications accompanied by copies of three recent testimonials, should be forwarded not later than Friday, the 12th May, 1941.

Canvassing, either directly or indirectly, will be a disqualification.

GWILYM PRICE,
Clerk of the Council.

District Council Offices,
Cross Hill,
Hemsworth, near Pontefract.
22nd April, 1941. (724)

STAFFORDSHIRE, WOLVERHAMPTON AND DUDLEY JOINT BOARD FOR TUBERCULOSIS

TUBERCULOSIS HEALTH VISITOR AND DISPENSARY NURSE

APPLICATIONS are invited for the above post, which is vacant in the Dudley Dispensary Area.

Applicants must have one of the following qualifications:—

(a) Prior to the 1st April, 1930, have held the appointment of Tuberculosis Visitor with the approval of the Minister of Health;
or
(b) Have obtained the Health Visitors' Certificate issued by the Royal Sanitary Institute under conditions approved by the Minister of Health;

Staffordshire—*contd.*

or
(c) The Diploma issued under the Board of Education (Health Visitors Training) Regulations, 1919;
or
(d) Are fully trained nurses, and have had at least three months special experience at a sanatorium or hospital for the treatment of tuberculosis or at a Tuberculosis Dispensary.

Salary £200 per annum, with annual increments of £10 up to a maximum of £250, together with £8 per annum uniform allowance, and reasonable travelling expenses, and War Bonus at the rate approved by the Joint Board.

The appointment will be subject to one calendar month's notice on either side, and to the provisions of the Local Government Superannuation Act, 1937, in which connection the successful candidate will be required to pass a medical examination and submit her birth certificate.

Application forms may be obtained from the undersigned, and applications must be received not later than Thursday, 1st May, 1941.

Candidates receiving no reply by 17th May may assume the vacancy filled.

H. L. UNDERWOOD,
Clerk to the Joint Board.

County Buildings,
Staffo d.
10th April, 1941. (514)

COUNTY BOROUGH OF WOLVERHAMPTON
MUNICIPAL MIDWIFE

APPLICATIONS are invited for the above appointment from State-registered Nurses who possess the C.M.B. Certificate. Candidates must be single or widowed and their age should not exceed 35. Salary £200 per annum rising by annual increments of £10 to £250 per annum, together with £15 per annum uniform allowance. £5 travelling expenses, and a special War Bonus at present amounting to 4s. per week.

The appointment is subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination.

Further information may be obtained from the undersigned, to whom all applications for the post, together with copies of three recent testimonials, must be sent not later than April 30th, 1941.

J. BROCK ALLON,
Town Clerk.

Town Hall,
Wolverhampton.
April, 1941. (449)

HOSPITAL AND OTHER VACANCIES

Rate : 10/- per inch

DUBLIN, EIRE

APPLICATIONS are invited for the post of **Matron** for the Masonic Orphan Boys' School (105 pupils), Clonskeagh, Dublin.

Candidates must be State-registered nurses, not over 35 years of age, with some administrative experience, and prepared to take up duty in August.

Commencing salary £80 per annum, with free quarters, board, fire, light and laundry. A qualified house-keeper is attached to the Institution.

Apply in writing, stating age, training, qualifications and experience, with copies of three recent testimonials, to the following, from whom further details may be obtained: J. T. F. Herrick, Secretary, 19, Molesworth Street, Dublin. (612)

ANGLO-AMERICAN RELIEF FUND FOR LONDON CHILDREN AND MOTHERS, LTD.

VACANCIES occur for **Matrons** in several large nurseries to be opened in the West of England for London children under five years of age. Good experience with well children essential, preferably in nurseries. Must be S.R.N. or R.S.C.N., M.T.S. certificate an advantage. Nursery training school to be formed under the National Society of Day Nurseries. Salary £125. Apply stating training and experience, and enclosing copies of two recent testimonials, to the Nursing Director, Syston Court Nursery, near Mangotsfield, Gloucestershire. (592)

ARGYLL COUNTY COUNCIL

APPLICATIONS are invited for the post of **Matron** for Alt-na-Craig Maternity Home, Ardrishaig, to take up duties as soon as possible. Salary £95 per annum plus £5 per annum uniform allowance, rising by annual increments of £5 to £120 per annum. Candidates should be State-registered and hold the C.M.B. Certificate.

Applications, with copies of two recent testimonials, to the Divisional Inspector, Lochgilphead, not later than 28th April, 1941.

Assistant Nurse with midwifery and hospital experience wanted for Alt-na-Craig Maternity Home, Ardrishaig, to take up duties as soon as possible. Applicants must hold the C.M.B. Certificate. Salary £80 per anum plus £5 per annum uniform allowance, rising by annual increments of £5 to £100 per annum. Applications, with copies of two recent testimonials to the Divisional Inspector, Lochgilphead, not later than 28th April, 1941. (617)

LONDON COUNTY COUNCIL

ADMINISTRATIVE Nursing Staff required at Hill Hill Hospital, Mill Hill, N.W.7.

Matron. Salary £355 rising by £17 10s. to £430 a year.

First Assistant Matron. Salary £255 rising by £7 10s. to £300 a year, plus cost of living addition.

Second Assistant Matron. Salary £220 rising by £5 to £240 a year plus cost of living addition.

Charges are made for board, lodging, etc. Candidates must hold general training certificate; preference given to those holding the recognised diploma of proficiency in mental nursing.

Married women will be considered for appointment.

For application forms send stamped addressed foolscap envelope to Medical Officer of Health (B/A), Mental Health Services, West Park Hospital, Epsom, Surrey. (623)

THE LONDON POLICE COURT MISSION
HOME OFFICE—APPROVED SCHOOL
ASHTON KEYNES, WILTSHIRE
APPOINTMENT OF MATRON

APPLICATIONS are invited for the post of **Matron** of a new Home Office School for 200 boys, ranging in age from 13-18 years. Experience of catering, the clothing of a large number of boys, and the supervision of domestic staff essential. It is also desirable that candidates have knowledge of nursing and first aid. The salary scale is £120 increasing by annual increments of £5 to a maximum of £150 with full residential emoluments.

The appointment is pensionable (contributory scheme).

Applications with particulars stating age, experience and qualifications, with three references should be sent to the secretary, London Police Court Mission, 73, Uxbridge Road, Ealing, W.5.

Last date for receiving applications, Wednesday, 7th May, 1941. (673)

MIDDLESEX COUNTY COUNCIL EMERGENCY

DAY Nursery for 20 children (opening shortly) requires the following temporary unestablished staff:—

Matron, must be State-registered nurse with special experience in infants and children's work including work with healthy children. Salary £120* p.a.

Assistant Matron, must be State-registered (children) or hold the nursery nurses' certificate of the Royal Sanitary Institute, or the Nursery Nurses' diploma. Salary £105* p.a.

*The Staff should be prepared to help with the training of nursery students if required to do so.

Applications (on forms provided) stating age, nationality, qualifications and experience, with copies of not more than three recent testimonials, to the undersigned by May 10th. State relationship to any member or officer of the County. Endorse envelope "Day Nursery." Canvassing directly or indirectly will disqualify.

*Plus War Bonus and residential emoluments.

C. W. RADCLIFFE "D,"
Clerk of the County Council.

Middlesex Guildhall,
Westminster, S.W.1. (711)

SURREY COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT

ACTING **Assistant Matron** required at The Lodge, Effingham (Home for Sane Female Epileptics).

Applicants must be State-registered nurses.

The appointment is for the duration of the War.

Salary £100 per annum plus full residential emoluments.

Applications should be sent to the County Medical Officer, County Hall, Kingston-on-Thames.

DUDLEY AUKAND,
Clerk of the Council.

County Hall,
Kingston-upon-Thames.
25th April, 1941. (691)

CITY OF NOTTINGHAM

THE Health Committee of the Nottingham City Council invite applications for the position of **Second Assistant Matron** at their City Hospital, Hucknall Road, Nottingham. Applicants must be State-registered nurses, with good administrative ability. Salary at the rate of £140 by £10 to £180, plus full residential emoluments and uniform.

The post is designated, and the successful applicant will be required to pass a medical examination, and to contribute to the Local Government Superannuation Act, 1937.

Forms of application may be obtained (upon receipt of a stamped addressed envelope) from the Matron, The City Hospital, Hucknall Road, Nottingham. (687)

CITY AND COUNTY OF NEWCASTLE-UPON-TYNE
SHORESTON HALL, SEAHOUSES, NORTHUMBERLAND
HOME FOR YOUNG CHILDREN
(30 COTS)

APPLICATIONS are invited for the post of **Sister-in-Charge.** Applicants must be State-registered nurses and have had experience in the care of young children. Salary £125 per annum, rising by £5 per annum to £135, plus cost of living bonus, together with the usual residential emoluments valued for superannuation purposes at £65 per annum.

The successful candidate will be required to contribute under the Local Government Superannuation Act, 1937, for which purpose she must pass a medical examination.

Applications, stating age, particulars of training and experience, together with copies of two recent testimonials, to be forwarded immediately to the Medical Officer of Health, Health Department, Town Hall, Newcastle-upon-Tyne, 1.
15th April, 1941. (573)

SURREY COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT

SECOND **Assistant Matron** required at Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.

Applicants must be State-registered nurses and have had administrative experience. Preference will be given to holders of a Housekeeping Certificate.

Salary grade £110 p.a., rising by annual increments of £5 to £130 p.a., plus full residential emoluments valued at £70 p.a.

The post is subject to the Local Government Superannuation Act, 1937.

Applications should be sent to the County Medical Officer, County Hall, Kingston-on-Thames.

DUDLEY AUKLAND,
Clerk of the Council.

County Hall,
Kingston-upon-Thames.
25th April, 1941. (694)

CHILDREN'S HOSPITAL NOTTINGHAM
(RECOGNISED TRAINING SCHOOL)

SISTER **Tutor and Theatre Sister** (combined post) required. Must be able to teach in accordance with the General Nursing Council Syllabus. Salary £130 rising to £140. Superannuation Scheme in force. Apply with full particulars to the Matron. (688)

COSSHAM MEMORIAL HOSPITAL, KINGSWOOD, BRISTOL

HOUSEKEEPING and **Home Sister** required.

Salary £110-£120 according to experience. F.S.S.N. & H.O. in force.

Applications with testimonials to be sent to the Matron. (683)

MIDDLESEX COUNTY COUNCIL

FOR application forms and full particulars of the undermentioned appointments apply to the **Matron "D" of the hospital at which appointment is desired,** enclosing stamped, addressed foolscap envelope. Canvassing direct or indirect disqualifies.

ASSISTANT MATRON.
Chase Farm Hospital, Enfield, Middlesex
Resident. S.R.N. with Housekeeping Certificate and some administrative experience. Salary £130 p.a. by annual increments to £180 p.a.

HOUSEKEEPER.
North Middlesex County Hopital, Hospital, N.18
Resident or non-resident. S.R.N. with diploma in domestic science obtained after one or two years' training. Salary £130 to £180 p.a. resident, according to age and experience; for additional non-residence allowance *see below*. Unestablished staff; may later become established.

CHIEF NIGHT SISTER
North Middlesex County Hospital, Edmonton, N.18
Resident or non-resident. S.R.N. and S.C.M. with experience as ward sister. Salary : £130 p.a. by annual increments to £170 p.a. resident; for additional non-resident allowance, *see below*.

SISTER-IN-CHARGE for V.D. CLINIC.
Hillingdon County Hospital, near Uxbridge, Middlesex
Non-resident. S.R.N. with experience in V.D. work. Salary £120 p.a., by annual increments to £160 p.a.; for additional non-resident allowance, *see below*.

THEATRE SISTER
West Middlesex County Hospital, Isleworth, Middlesex.
Resident or non-resident for busy theatre. S.R.N. and S.C.M. and thoroughly experienced in all branches of modern theatre methods. Salary £120 p.a. by annual increments to £160 p.a., resident; for additional non-resident allowance, *see below*.

ASSISTANT NIGHT SISTERS, S.R.N. and S.C.M. with experience as ward sister.
Hillingdon County Hospital, near Uxbridge, Middlesex.
Also experience in training probationers.
West Middlesex County Hospital, Isleworth, Middlesex,
Also experience in busy theatre essential. Non-resident. Salary £105 by £7 10s. to £150 p.a.; for additional non-resident allowance, *see below*.

WARD SISTERS
Middlesex County Hospital, Harefield Place, Middlesex.—S.R.N., and S.C.M., Resident.
North Middlesex County Hospital, Edmonton, N.18. S.R.N., with experience in ward management and training probationers. Resident or non-resident.
Salary £105 by £7 10s. to £150 p.a., resident; for additional non-resident allowance, *see below*.

STAFF NURSE MIDWIVES—
S.R.N. and S.C.M.
North Middlesex County Hospital, Edmonton, N.18
Redhill County Hospital, Edgware, Middlesex
Non-resident. Salary £95 by £5 to £110 p.a.; for additional non-resident allowance, *see below*.

STAFF MENTAL NURSES S.R.N. (general) and either S.R.N. (mental) or R.M.P.A. certificate.
West Middlesex County Hospital, Isleworth, Middlesex
Non-resident. Salary £95 by £5 to £110 p.a.; for additional non-resident allowance, *see below*.

STAFF NURSES—S.R.N.
Harefield County Sanatorium and Hospital, Harefield, Middlesex.—Resident
Salary £90 by £5 to £105 p.a., plus £5 p.a. for Tuberculosis Association certificate (opportunity of qualifying for this certificate if desired).
Central Middlesex County Hospital, Willesden, N.W.10
Resident or non-resident, for general theatre maternity and V.D. work
Hillingdon County Hospital, near Uxbridge, Middlesex.—Resident or non-resident.
North Middlesex County Hospital, Edmonton, N.18.—Resident or non-resident
Redhill County Hospital, Edgware, Middlesex. Non-resident.
West Middlesex County Hospital, Isleworth, Middlesex.—Non-resident.
Salary £85 by £5 to £100 p.a., resident, plus £5 p.a. for S.C.M. or Part I of C.M.B. certificate For additional non-resident allowance, *see below*.

ASSISTANT NURSES,
Some hospital nursing experience.
Clare Hall County Sanatorium and Hospital, South Mimms, Middlesex.—Non-resident. Training essential.
Harefield County Sanatorium and Hospital Harefield, Middlesex.—Resident or non-resident.
Salary, with one or more year's training in recognised training school, £70 by £2 10s to £75 p.a., resident ; £2 7s. by 2s. 6d. to £2 12s. per week non-resident. Without training, salary begins at £65 p.a. resident, or £2 4s. 6d. per week non-resident. Additional £5 p.a. for Tuberculosis Association certificate (opportunity of qualifying for this certificate if desired). Non-resident staff receive indoor uniform, laundry thereof and meals on duty.
Chase Farm Hospital, Enfield, Middlesex.—One or more years' training essential.
Edgbury Convalescent Home, Woburn Sands, near Bletchley, Bucks.
Middlesex County Maternity Hospital, Bushey Heath, Herts.
Redhill County Hospital, Edgware, Middx.
West Middlesex County Hospital, Isleworth, Middlesex.
Non-resident. Salary : With one or more year's training in recognised training school £2 5s. by 2s. 6d. to £2 10s. per week; without training salary begins at £2 2s. 6d. per week. Indoor uniform, laundry thereof and meals on duty provided.

MIDWIFERY TRAINING—
PUPIL MIDWIVES.
(*a*) **Central Middlesex County Hospital, Willesden, N.W.10.**
(*a*) **North Middlesex County Hospital, Edmonton N.18.**
Redhill County Hospital, Edgware, Middx.
Resident. Vacancies for State-registered Nurse wishing to train for first examination of Central Midwives Board. Six months as pupils in maternity wards and six months in general wards as staff nurses. Salary £50 p.a. On completing Part I suitable candidates accepted for training for Part II of C.M.B. certificate. Unestablished staff.
(*a*) **PAYING PUPIL MIDWIVES** also accepted for six months at a fee of £16 16s. Residential emoluments provided.

PROBATIONER NURSES. — Applicants of 17 to 30 years. After passing final State Examination, suitable candidates accepted for midwifery training. Unestablished staff. Resident.
Required at :
Central Middlesex County Hospital, Willesden, N.W.10
Hillingdon County Hospital, near Uxbridge, Middlesex
North Middlesex County Hospital, Edmonton, N.18
Redhill County Hospital, Edgware, Middlesex
(*b*) **West Middlesex County Hospital, Isleworth, Middlesex**
Two year course of training.—Nurses whose names are already on a supplementary part of the State-register are prepared for final State Examination in general nursing. Salary £45 p.a. (1st year); £50 p.a. (2nd year).
Four year course of training (including three months preliminary trial period). Candidates are prepared for the preliminary and final State Examination in general nursing. Salary £35 by £5 to £50 p.a.
(*b*) Vacancies in May and September, 1941. Also required at **Harefield County Sanatorium and Hospital, Harefield, Middlesex**
Clare Hall County Sanatorium and Hospital South Mimms, Middlesex.
Probationers spend two years' at the sanatorium and are prepared for the preliminary State Examination and Tuberculosis Association certificate. They are then transferred to one of the Council's general hospitals for completion of general training. Commencing salary £45 p.a.

FEMALE NURSES (resident) required at the Middlesex Colony, Shenley, near St. Albans, Herts., an Institution certified for the reception of mental defectives. Salary 21s. 3d., rising to 23s. 9d. for probationers; 24s. 3d. rising to 29s. 3d. for Nurses with Preliminary Certificate of the Royal Medico-Psychological Association; 27s. 3d., rising to 38s. for Nurses with final Certificate of the Royal Medico - Psychological Association. Emoluments valued at £63 6s. and consists of board, lodging, laundry and uniform. Application forms obtainable as above but from the Medical Superintendent "D" of the Colony.

Note.—Unless otherwise stated, appointments are established and pensionable and subject to medical examination. Cost of living bonus is paid in addition to salaries stated above. *Resident staff* receive board, lodging laundry and uniform. *Non-resident allowances.* Sisters and senior staff—£80 p.a.; below rank of sister £70 p.a. Indoor uniform thereof and meals on duty provided.

C. W. RADCLIFFE,
Clerk of the County Council

(714)

THE BOLTON ROYAL INFIRMARY

APPLICATIONS are invited for the post of **Sister Tutor.** Candidates should have held a Ward Sister's post and possess Sister Tutor's Certificate or diploma in nursing and preferably some teaching experience.

Salary £150 per annum rising by £10 to £170 per annum with War Bonus of 8 per cent. Uniform allowance of £6 per annum. Federated Superannuation Scheme in force.

Apply, giving full particulars to Matron. (633)

COUNTY BOROUGH OF SMETHWICK ST. CHAD'S HOSPITAL

(147 BEDS)

(RECOGNISED TRAINING SCHOOL FOR NURSES)

APPLICATIONS are invited for the post of **Tutor Sister** (vacant end of April). Candidates must be S.R.N., S.C.M., having had midwifery and Ward Sister's experience. Salary £150—£10—£200 per annum. Preference will be given to those holding the Sister Tutor's Certificate, or London University Diploma in Nursing. If the person appointed does not hold these qualifications, the commencing salary will be £120 per annum.

Junior Sister required at the end of April. Salary £75—£5—£90 with the usual residential emoluments. Preference will be given to a State-certified Midwife for whom the commencing salary will be £80 per annum.

Vacancies for **Probationer Nurses** occur at the above hospital. Candidates should be at least 18 years of age and have had a good education. Salary—1st year, £30; 2nd year, £35; 3rd year, £40; 4th year, £45, together with full board, lodging, laundry and uniform. A 48-hour week is in operation.

The above appointments are subject to the provisions of the Local Government Superannuation Act, 1937.

Applications should be addressed to the Matron, St. Chad's Hospital, Hagley Road, Birmingham, 16. (489)

CITY AND COUNTY OF NEWCASTLE-UPON-TYNE

NEWCASTLE GENERAL HOSPITAL

(900 BEDS)

APPLICATIONS are invited for the post of **Second Sister Tutor.** Applicants must be State-registered nurses, who hold the Sister Tutor's Certificate or other teaching diploma, and who have had ward sister's experience.

Commencing salary £160 per annum, plus cost-of-living bonus, together with the usual residential emoluments valued at £75 per annum for superannuation purposes.

The Senior Sister Tutor has been seconded for duty at another hospital for the duration of the war and the second Sister Tutor will be responsible for the training of probationers during the absence of the senior Sister Tutor.

The successful candidate will be required to contribute under the Local Government Superannuation Act, 1937, for which purpose she must pass a medical examination.

Applications, stating age, particulars of training and experience, together with copies of two recent testimonials, to be forwarded immediately to the Medical Officer of Health, Health Department, Town Hall, Newcastle-upon-Tyne, 1. (720)

WILLESDEN GENERAL HOSPITAL, HARLESDEN ROAD, N.W.10

HOME SISTER and **Sister Tutor** required. Candidates must have had teaching experience and possess a House-keeping certificate.

Commencing salary £120, without Diploma, £130 with Diploma, plus War Bonus in each case. F.S.S. in force.

Apply Matron. (63)

SURREY COUNTY COUNCIL

BOTLEYS PARK COLONY, CHERTSEY, SURREY (INCLUDING ANNEXE—MURRAY HOUSE)

APPLICATIONS are invited for the post of **Home Sister and Sister Tutor** at the above Certified Institution for Mental Defectives. Salary will be at the rate of £150 by £5, £160 per annum, plus full residential emoluments valued for superannuation purposes at £105 per annum. The successful candidate will be required to pass a medical examination. The appointment will be subject to the Council's Staffing Regulations, and to the Asylums and Certified Institutions (Officers' Pensions) Act, 1918, and to termination by one calendar month's notice on either side.

Applications, giving full particulars, should be sent to the Medical Superintendent, Botleys Park Colony, Chertsey, as soon as possible.

DUDLEY AUKLAND,
Clerk of the Council.

21st April. (646)

RUNWELL HOSPITAL, NEAR WICKFORD, ESSEX

(EAST HAM AND SOUTHEND-ON-SEA JOINT MENTAL HOSPITAL)

(1,010 BEDS)

APPLICATIONS are invited for the joint post of **Home Sister and Night Sister.** The appointment is a dual one and the successful candidate will be required to alternate the duties of Home and Night Sister every six months.

Salary £125 per annum, rising by annual increments of £5 to £145 per annum, plus residential emoluments and use of uniform valued at £80 per annum. In addition there is a cost-of-living increase of 5 per cent. The appointment is subject to the Asylums Officers' Superannuation Act, 1909, and to the Committee's sick pay regulations.

Certificates of the R.M.P.A. or G.N.C. in mental nursing, and of the G.N.C. in general nursing essential.

Form of application together with full particulars obtainable from the Physician Superintendent. (681)

HORTON GENERAL HOSPITAL, BANBURY, OXON.

SEVENTY-SIX beds shortly increasing with E.M.S. huts. Complete training school for nurses. Superannuation Scheme in force. Modern Nurses Hostel.

Wanted **Night Sister,** S.R.N., S.C.M. £90 with uniform.

Female Ward Sister, S.R.N., S.C.M. £90 with superannuation.

Applications to Matron. (450)

SURREY COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT

HOUSEKEEPING **Sister** required at Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.

Candidates must be State-registered Nurses with a Housekeeping Certificate.

The salary grade is £110 p.a., rising by annual increments of £5 to a maximum of £130 p.a., together with full residential emoluments valued at £70 p.a.

The post is subject to the provisions of the Local Government Superannuation Act, 1937

Applications should be sent to the County Medical Officer, County Hall, Kingston-on-Thames.

DUDLEY AUKLAND,
Clerk of the Council.

County Hall,
Kingston-on-Thames.

25th April, 1941. (690)

THE KING EDWARD VII WELSH NATIONAL MEMORIAL ASSOCIATION

APPLICATIONS are invited from nurses (S.R.) for the following posts at the North Wales Sanatorium, Llangwyfan, Denbigh:—

Ward Sister. Salary £110—£5—£125 per annum.

Night Sister. Salary £115—£5—£130 per annum.

Night Staff Nurse. Salary £90—£5—£100 per annum.

Contributory superannuation scheme for sisters. An additional £5 per annum will be paid if in possession of the T.A. Certificate.

Applications, giving full particulars, to be addressed to the Matron. (615)

BRISTOL ROYAL HOSPITAL FOR SICK CHILDREN AND WOMEN (Usually known as the Children's Hospital), ST. MICHAEL'S HILL

RELIEF **Sister** required (permanent for duration of war), able to take Home Sisters duties. Salary £90, must be S.R.N. F.S.S. Uniform provided.

Apply with particulars to the Matron. (589)

LANCASHIRE COUNTY COUNCIL

VACANCIES FOR NURSING STAFF

APPOINTMENTS are subject to the Lancashire County Council Conditions of Service and are pensionable. Medical examination is necessary. Applicants for post of Staff Nurse and higher grades must be State-registered. Emoluments (board residence and uniform, etc.) are additional to the annual salaries stated. The salaries stated are subject to a cost of living bonus (with the exception of those relating to Probationer Nurses).

LAKE HOSPITAL,
ASHTON-UNDER-LYNE

Probationer Nurses. Aged 18 years and over. Salary £37 16s. first year; £40 6s. second year; £45 third year; £50 fourth year.

DARNTON HOUSE,
ASHTON-UNDER-LYNE,
ANNEXE WARD

Staff Nurse. Salary £70 by £5 to £80 per annum.

Assistant Nurses. Salary £60 by £2 10s. to £65 per annum.

Full particulars and forms of application from the Area Public Assistance Officer, Public Assistance Offices, St. Michael's Square, Ashton-under-Lyne.

MOORLANDS INFIRMARY,
RAWTENSTALL

Staff Nurse. Salary £70 by £5 to £80 per annum.

Probationer Nurses. Aged 18 years and over. Salary £37 16s. first year; £40 6s. second year; £45 third year; £50 fourth year.

Full particulars and forms of application from the Area Public Assistance Officer, Public Assistance Offices, Moorlands, Rawtenstall.

JERICHO HOSPITAL, BURY

Maternity Night Sister. Salary £85 by £5 to £120 per annum.

Staff Nurses. Salary £80 per annum. Applicants must possess the S.C.M. Certificate.

Staff Nurses. Salary £70 by £5 to £80 per annum.

Probationer Nurses. Aged 18 years and over. Salary £37 16s. first year; £40 6s. second year; £45 third year; £50 fourth year.

Full particulars and forms of application from the Area Public Assistance Officer, Public Assistance Offices, Parson's Lane, Bury.

PARKSIDE INSTITUTION,
2, QUERNMORE ROAD, LANCASTER

Assistant Nurses. Salary £60 by £2 10s. to £65 per annum.

Ward Sisters (Two). Applicants must possess the S.C.M. Certificate. Salary £85 by £5 to £120 per annum.

Candidates should write to the Area Public Assistance Officer, Public Assistance Offices, 5, Dalton Square, Lancaster, giving name, age, present position and particulars of previous appointments, with dates, enclosing copies of three recent testimonials.

COPLOW VIEW INSTITUTION,
CLITHEROE

Junior Sister. Salary £85 by £5 to £120 per annum.

Full particulars and forms of application from the Area Public Assistance Officer, Public Assistance Offices, 5, Mill Lane, Blackburn.

ORMSKIRK COUNTY HOSPITAL

Staff Nurses (Resident). For Maternity Department and Ante-natal Clinic Candidates must hold the S.C.M. Certificate. Salary £80 per annum.

Night Sister (Temporary). Salary £85 by £5 to £120 per annum.

Full particulars and forms of application from the Area Public Assistance Officer, Public Assistance Offices, 74, Wigan Road, Ormskirk.

LEIGH INSTITUTION INFIRMARY,
LEIGH ROAD, LEIGH

Assistant Nurses. Salary £60 by £2 10s. to £65 per annum.

Full particulars and forms of Application from the Area Public Assistance Officer, Public Assistance Offices, Leigh Road, Leigh, to whom all applications should be forwarded.

GREEN LANE INSTITUTION,
PATRICROFT, NEAR MANCHESTER

Staff Nurse (Night Duty). Salary £70 by £5 to £80 per annum.

Assistant Nurses. Salary £60 by £2 10s. to £65 per annum.

Full particulars and forms of application from the Area Public Assistance Officer, Public Assistance Offices, Green Lane, Patricroft, near Manchester, to whom all applications should be forwarded.

CHORLEY INSTITUTION

Ward Sister. Applicants must possess the S.C.M. Certificate. Salary £85 by £5 to £120 per annum.

COUNTY COUNCIL OF THE WEST RIDING OF YORKSHIRE

PUBLIC HEALTH DEPARTMENT

APPLICATIONS are invited for the following appointments:—

(1) STAINCLIFFE COUNTY HOSPITAL, HEALDS ROAD, DEWSBURY.

***Ward Sister.** Salary £85—£5—£120 per annum and emoluments.

Maternity Staff Nurses. Salary £75—£5—£80 per annum and emoluments.

Assistant Night Sister. Must be S.R.N. Salary £85—£5—£120 per annum, plus uniform and usual residential emoluments.

(2) WHITE ROSE COUNTY HOSPITAL, PARK LODGE LANE, WAKEFIELD.

Probationer Nurses.—Salary £40—£2 10s.—£45 per annum and emoluments.

(3) MIDDLETON-IN-WHARFEDALE SANATORIUM, Near ILKLEY.

***Ward Sister.** Must be S.R.N. Salary £85—£5—£120 and emoluments, plus £5 if in possession of Tuberculosis Association Certificate.

Staff Nurses. Must have Tuberculosis Association Certificate or Fever Certificate or Children's or Orthopaedic Certificate. Salary £70—£5—£80 per annum and usual residential emoluments.

Probationer Nurses.—Salary £40—£2 10s.—£45 per annum, and emoluments.

HOLIDAY STAFF.

Staff Nurses. Must be S.R.N. Salary £75 per annum plus £5 if in possession of Tuberculosis Association Certificate and emoluments.

Probationer Nurses. Salary £40—£2 10s.—£45 per annum and emoluments.

(4) SCOTTON BANKS SANATORIUM, KNARESBOROUGH.

Staff Nurses.—Must have Tuberculosis Association Certificate, or Fever Certificate or Children's or Orthopaedic Certificate. Salary £70—£5—£80 per annum and usual residential emoluments.

Temporary Assistant Nurses. Salary £55—5—£65 per annum, plus usual residential emoluments.

Probationer Nurses. Salary £40—£2 10s.—£45 per annum and emoluments. Not under 17 years of age.

(5) CROOKHILL HALL RECEIVING HOME, CONISBOROUGH.

Staff Nurses.—Must be S.R.N. Salary £75—£5—£85 per annum plus £5 if in possession of Tuberculosis Association Certificate. Uniform and usual residential emoluments.

Probationer Nurses.—Salary £40—£2 10s.—£45 per annum plus usual residential emoluments.

(6) CARDIGAN SANATORIUM, Near WAKEFIELD.

Staff Nurses. Must have Tuberculosis Association Certificate or Fever Certificate or Children's or Orthopaedic Certificate. Salary £70—£5—£80 per annum and usual residential emoluments.

Temporary Assistant Nurses. Salary £55—£5—£65 per annum, plus usual residential emoluments.

Probationer Nurses. Salary £40—£2 10s.—£45 per annum, plus usual residential emoluments.

(7) HALLAMSHIRE MATERNITY HOME (20 Beds) CHAPELTOWN, Near SHEFFIELD.

Midwives.—Salary £75—£5—£85 per annum and emoluments.

A war bonus is payable in addition to all the above salaries.

Forms of application for these posts can be obtained from the Matron of each hospital. Where marked * the forms should be obtained from the County Medical Officer, County Hall, Wakefield.

J. CHARLES McGRATH,
Clerk of the County Council.

18th April, 1941. (631)

Lancashire County Council—*Contd.*

Full particulars and forms of application from the Area Public Assistance Officer, 8, Spring Bank, Preston.

GEORGE ETHERTON,
Clerk of the County Council.

County Offices,
Preston.

21st April, 1941. (667)

THE YEATMAN HOSPITAL, SHERBORNE, DORSET

(50 BEDS PLUS 50 EMERGENCY BEDS)

NIGHT **Sister** required. S.R.N. essential; S.C.M. preferred. Salary according to experience. F.S.S. if desired. Apply, giving details of age, training and subsequent experience and with matron's name for reference, to the Matron. (506)

HULL ROYAL INFIRMARY

JUNIOR **Night Sister** (S.R.N.) required. Theatre experience essential. Salary £90, rising by £5 per annum to £100. Federated Superannuation Scheme in force. Applications stating age, experience, and with recent testimonials to be sent to the Matron. (373)

DISTRICT INFIRMARY, ASHTON-UNDER-LYNE

200 BEDS)

JUNIOR **Night Sister** required, S.R.N., S.C.M., with theatre experience. Salary £95. Uniform provided.

Staff Nurses required, S.R.N. Salary £75 plus 10 per cent. bonus. Uniform provided. Federated Superannuation Scheme in force. Apply with full particulars, to Matron. (597)

LINCOLN COUNTY HOSPITAL, LINCOLN

WANTED **Senior Night Sister.** Salary £120 rising to £150. F.S. Scheme in force. Apply to Matron. (581)

LUTON AND DUNSTABLE HOSPITAL, LUTON, BEDFORDSHIRE

(214 Beds)

Complete Training School for Nurses, Superannuation Scheme in force

ADDITIONAL Staff Required: **Night Sister** required. C.M.B. essential. Ward Sister's experience desirable. Commencing salary £85 p.a., together with usual emoluments and including uniform.

Staff Nurses for Wards, Orthopaedic Department and also Theatre. Minimum Salary £70 per annum. One day off weekly.

Probationer Nurses. Commencing Salary £25. One day off weekly. Three years training for General Nursing Council's Examination. Lectures by Medical Staff and Resident Sister Tutor.

Applications with full particulars to the Matron of the above. (35)

KENT COUNTY COUNCIL

COUNTY SANATORIA AT LENHAM AND SWANLEY
SISTERS AND NURSES

APPLICATIONS are invited for the following appointments on the staffs of the County Sanatoria at Lenham and Swanley, respectively:—

SOUNTY SANATORIUM, LENHAM

Untrained Assistant Nurses. Candidates should be well educated.

COUNTY SANATORIUM SWANLEY

(These appointments are temporary)

Two Ward Sisters, Night Sister, Relief Sister. Candidates must be State-registered nurses with ample sanatorium experience and, for the appointment of Relief Sister, housekeeping experience is desirable.

Staff Nurses. Must be State-registered nurses with general training.

Assistant Nurses. Must be Sanatorium Trained and the possession of the certificate of the Tuberculosis Association will be considered an additional recommendation.

Untrained Assistant Nurses. Candidates should be well educated.

The salaries payable are as follow:—

Nursing staff: (a) Sisters, commencing salary, £120, annual increment £10, maximum salary £150; (b) Staff Nurses, £100—£10—£120; (c) Assistant Nurses, £80—£10—£100; (d) Untrained Assistant Nurses, £60—£5—£70.

In all the above-mentioned posts emoluments consist of full board, residence, laundry, and uniform valued at £70 a year as regards (a) above and £60 a year as regards (b), (c) and (d) above, and are additional to the salary stated. The salary increments are subject to satisfactory service.

The posts are terminable by one month's notice on either side, to be given at any time. The successful candidates will be required to pass a medical examination.

Applications on the prescribed form, which will be forwarded upon request to the County Medical Officer, County Hall, Maidstone, should be forwarded so as to reach the County Medical Officer not later than 7th May, 1941.

Before appointment, satisfactory references will be required.

W. L. PLATTS,
Clerk of the County Council.

County Hall,
Maidstone.

17th April, 1941. (626)

THE ROYAL HOSPITAL AND HOME FOR INCURABLES, WEST HILL, PUTNEY, S.W.15

NIGHT **Sister** required. Salary £90 per annum. Federated Superannuation Scheme in force. Apply with full particulars of training, experience, etc., to Matron. (343)

SURREY COUNTY COUNCIL

PUBLIC HEALTH DEPARTMENT

JUNIOR **Night Sister** required at Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.

Candidates must be State-registered nurses and have had experience as a Staff Nurse.

Salary £95 p.a. rising by annual increments of £5 to a maximum of £115 p.a. together with full residential emoluments (board, lodging, laundry and uniform) valued at £70 per annum.

The post is subject to the provisions of the Local Government Superannuation Act, 1937.

Applications should be sent to the County Medical Officer, County Hall, Kingston-on-Thames.

DUDLEY AUKLAND,
Clerk of the Council.

County Hall,
Kingston-upon-Thames.

25th April, 1941. (689)

ROYAL EYE HOSPITAL, SOUTHWARK, S.E.1

NIGHT **Sister** required, S.R.N. Ophthalmic Certificate and good experience essential. Uniform provided. Federated Superannuation Scheme in force. Salary £110 to £130 per annum. Apply Matron. (715)

TORBAY HOSPITAL, TORQUAY

(168 BEDS)

ASSISTANT **Night Sister** required, S.R.N., S.C.M. Commencing salary £80. Federated Superannuation Scheme in force.

Apply with matron's name for reference to Matron. (513)

THE PRINCE OF WALES'S HOSPITAL, DEVONPORT

HOLIDAY **Sister** required, theatre experience preferred. Salary £90. Superannuation Scheme in force. Apply, stating age with particulars, to the Matron. (618)

HEREFORDSHIRE COUNTY COUNCIL HOSPITAL, LONGFIELDS, HEREFORD

MATERNITY **Ward Sister** required for Maternity Ward in new hospital. S.R.N. and S.C.M. essential, also previous experience. Age not over 40 years. Salary £148 17s. 6d. to £178 17s. 6d. with a deduction of £63 17s. 6d. for board and lodging. Uniform provided. The County Council will shortly be considering the question of increasing the remuneration of nursing staff and it is possible that the salary will be in excess of that stated. Apply for application forms to the Matron. (614)

BERKSHIRE COUNTY COUNCIL

PUBLIC ASSISTANCE DEPARTMENT
VACANT APPOINTMENTS
WALLINGFORD AND WOKINGHAM INSTITUTIONS

Sisters (S.R.N., S.C.M.). Salary £85—£5—£100 per annum. Commencing salary according to experience.

NEWBURY, WINDSOR, WALLINGFORD, WOKINGHAM and WANTAGE INSTITUTIONS

Assistant Nurses. Salary £55—£5—£70 per annum. Commencing salary according to experience.

BRADFIELD AND EASTHAMPSTEAD INSTITUTIONS

Female Attendants on Mental Defectives. Salary £55—£5—£70 per annum. Commencing salary according to experience.

WOKINGHAM INSTITUTION

Junior Assistant Nurses. Salary £40—£2 10s.—£50 per annum. Commencing salary according to experience.

Staff Nurse (S.R.N.). Salary £70—£5—£80 per annum. Commencing salary according to experience.

WINDSOR INSTITUTION

Assistant Cook. Salary £45 per annum.

Resident appointments include board, lodging, washing and uniform valued at £60 per annum.

The persons appointed must produce a medical certificate as to health if required to do so.

Applications to be made on forms obtainable from the County Public Assistance Officer, Abbey Street Reading, and returned to him as soon as possible.

H. J. C. NEOBARD,
Clerk of the Council.

Shire Hall,
Reading. (639)

CONNAUGHT HOSPITAL, ORFORD ROAD, WALTHAMSTOW, E.17

HOLIDAY **Relief Sisters,** two required. Fully trained and registered, preferably with theatre experience. Apply by letter or personally to Matron. (662)

LANCASHIRE COUNTY COUNCIL

CHARGE **Sister** required for Peel Hall Pulmonary Hospital, Little Hulton (57 beds, male). At this hospital thoracic surgical treatment is given to the patients and the post offers good opportunity of promotion because the Sister is Deputy Matron.

The hospital is conveniently situated and is on the bus route for Manchester and Bolton.

Salary £90 per annum rising to £130; £8 per annum uniform allowance; board, lodging and laundry (valued for superannuation purposes at £72 per annum); plus 3 per cent. bonus (representing £4 17s. 2d. per annum on minimum salary).

Candidates must be general trained and under 40 years of age. The selected candidate will be required to pass a medical examination and to contribute to the Superannuation Fund.

Applications, with copies of testimonials, to be forwarded to the Matron, Peel Hall Pulmonary Hospital, Little Hulton, Bolton.

G. LISSANT COX,
Central Tuberculosis Officer.

County Offices,
Preston. (665)

ROYAL BUCKINGHAMSHIRE HOSPITAL, AYLESBURY

THEATRE **Sister** required with good theatre experience. Salary £95—£105. Federated Superannuation Scheme in force. Usual emoluments. Weekly routine work with London surgeons. Applications, with name of previous matron for reference, to be sent to Matron. (474)

SALISBURY GENERAL INFIRMARY

VOLUNTARY HOSPITAL
225 BEDS PLUS 140 EMERGENCY BEDS

SISTER, S.R.N., S.C.M. with Teacher's Certificate required for Maternity unit of 19 beds. F.S. Scheme in force.

Temporary Sister required at the end of May for female Surgical Ward, also **Staff Nurses** required. Salary according to experience.

Nurse with Maternity experience required for small emergency ward in the country. S.R.N. not essential.

Apply with particulars to the Matron. (539)

London County Council

RESIDENT STAFF REQUIRED

DEPUTY SISTERS.—For Ophthalmia Neonatorum unit at White Oak Hospital, Swanley, Kent. Special experience in treatment of ophthalmia neonatorum desirable. Salary, if state-registered in general nursing, £75—£5—£80. If State-registered in fever or sick children's Nursing, £65—£5—£80.

Apply Matron of hospital.

DEPUTY SISTERS AND PROBATIONER NURSES

DEPUTY SISTERS (State-registered). General trained £75—£5—£80. Fever or Children's trained £65—£5—£80. General trained nurses with C.M.B. certificate or trained in Fever, Children's or Tuberculosis Nursing receive in addition £5 a year whilst employed on duties covered by appropriate certificate. After 6 months' service, free midwifery training is available for selected candidates.

PROBATIONER NURSES	1st year	2nd year	3rd year	4th year
General Trianing (4 years) (if on supplementary part of G.N.C. Register—2½ years) ...	£30	£35	£45	£50
Children's Training (3 years) ...	£30	£35	£45	—
Fever Training (2 years) ...	£40	£45	—	—

Many opportunities occur for special training and promotion. Apply Matrons of the following hospitals:—

GENERAL

ST. ALFEGE'S (1) ...	Vanbrugh Hill, S.E.10
ST. ANDREW'S ...	Devons Road, E.3
ST. CHARLES' ...	St. Charles' Square, W.10
ST. GEORGE-IN-THE-EAST ...	Raine Street, E.1
ST. GILES ...	Camberwell, S.E.15
ST. JAMES' ...	Ouseley Road, S.W.12
ST. LEONARD'S ...	Nuttall Street, N.1
ST. LUKE'S ...	Sydney Street, S.W.3
ST. MARY ABBOTS ...	Marloes Road, W.8
ST. MARY, ISLINGTON ...	Highgate Hill, N.19
ST. NICHOLAS ...	79, Tewson Road, S.E.18
ST. OLAVE'S ...	Lower Road, S.E.16
ST. PANCRAS ...	Pancras Road, N.W.1
ST. PETER'S ...	Fulbourne Street, E.1
ST. STEPHEN'S ...	369, Fulham Road, S.W.10

CHILDREN'S

QUEEN MARY'S, CARSHALTON ...	Surrey
*DOWNS ...	Sutton, Surrey
*HIGH WOOD ...	Brentwood, Essex

FEVER

PARK ...	Hither Green, S.E.13
SOUTH-EASTERN ...	Avonley Road, S.E.14
SOUTH-WESTERN ...	Landor Road, S.W.9
WESTERN ...	Seagrave Road, S.W.6

TUBERCULOSIS

†*KING GEORGE V SANATORIUM ...	Godalming, Surrey
†*GROVE PARK ...	Lee, S.E.12
†*COLINDALE ...	The Hyde, N.W.9
HEATHERWOOD ...	Ascot, Berks

* Deputy Sisters only—No Probationer Nurses employed.
† Assistant Nurses.

STAFF NURSE PUPILS.—State-registered, general trained nurses desirous of obtaining certificates in:—
(1) Children's Nursing—2 years training at salary of £65 a year.
(2) Fever Nursing—1 year's training at salary of £65 a year.

Full residential emoluments and uniform provided. Salary rates stated are at present subject to cost of living addition.

360/4

DEWSBURY JOINT HOSPITAL BOARD

APPLICATIONS are invited for the position of **Sister** at a salary at the rate of £100 per annum, rising by annual increments of £10 to £130, with the usual emoluments, board allowance during holiday period, and a war bonus on salary and emoluments. The person appointed will be required to carry out matron's duties during the absence of the Matron.

The Board's Fever Hospital is approved by the General Nursing Council as a complete training school.

Forms of application may be obtained from the undersigned.

Applications, endorsed "Sister," to be sent to me not later than 7th May next.

HOLLAND BOOTH.
Clerk.

Town Hall, Dewsbury.
18th April, 1941. (583)

BOROUGH OF COLWYN BAY

MATERNITY HOME

WANTED: **Sister,** S.R.N., S.C.M. Young with recent midwifery experience.

Salary £80 rising to £100, plus War Bonus and uniform.

Apply with two copies of recent testimonials and matron's name for reference by April 30th to the Matron, Maternity Home, Nant-y-Glyn, Colwyn Bay. (587)

SAINT MARY'S HOSPITALS, WHITWORTH PARK, MANCHESTER, 13

TWO **Sisters** required to take charge of Maternity Wards either in City or country branch hospital. Must be S.C.M. and S.R.N. Salary £90 per annum rising by £5 per annum to £115 per annum.

Applications stating age, qualifications and experience together with copies of two recent testimonials to be made to the Supervisor of Midwifery at the above Hospital. (661)

CORPORATION OF BIRMINGHAM

CITY SANATORIUM,
YARDLEY GREEN ROAD
356 BEDS

TWO **Ward Sisters** required, S.R.N. for Children's Pavilion.

Salary £95—£150 and War Bonus, according to experience, with uniform.

Apply fully to Matron. (656)

THE MOUNT SANATORIUM, BISHOPSTOKE, near WINCHESTER

SISTER (S.R.N.) with Tuberculosis experience wanted for male ward (44 beds). Commencing salary £90, with annual increments of £5—with uniform allowance of £5 per annum. Holiday board allowance—bonus and Superannuation Scheme in force. Applications, stating age, qualifications and copy testimonials to be sent to the Matron. (371)

ESSEX COUNTY COUNCIL

PUBLIC ASSISTANCE DEPARTMENT

APPLICATIONS are invited for the following appointments:—

Ward Sisters (with C.M.B. certificates) required at Saffron Walden Institution, New Hall, Boreham, Orsett Lodge Hospital, St. John's Hospital, Chelmsford. Salary £100 by £7 10s—£130 p.a.

Staff Nurse required at Orsett Lodge Hospital. Salary £80 by £7 10s—£95 p.a.

Assistant Nurse required at St. Michael's Hospital, Braintree, and Saffron Walden Institution. Salary £50 by £7 10s.—£65 p.a.

Junior Assistant Nurse required at St. Michael's Hospital, Braintree, and Saffron Walden Institution. Salary £30 by £2 10s.—£40 p.a.

Assistant Nurse required at St. John's Hospital, Chelmsford. Salary £50 by £7 10s.—£65 p.a.

Junior Assistant Nurse required at St. John's Hospital, Chelmsford. Salary £30 by £2 10s.—£40 p.a.

Apartments, rations, laundry, and use of uniform, etc., are provided in each case, and valued for superannuation purposes at £70 per annum. Some nurses will be allowed to live outside the Hospitals in accommodation, approved and paid for by the Committee within certain limits.

The salaries will not necessarily commence at the advertised figure but may be increased in accordance with age and experience.

Holidays will be allowed in accordance with the Council's Regulations.

Where the appointments fall within the provisions of the Local Government Superannuation Act, 1937, appropriate deductions will be made from the salaries, subject to each officer having passed the requisite medical examination.

Application forms may be obtained by sending a stamped addressed envelope to the Public Assistance Officer, Waterloo Lane, Chelmsford, and stating clearly for which post the form is required.

By Order,
JOHN E. LIGHTBURN,
Clerk of the County Council.

County Hall,
Chelmsford. (648)

CITY OF ABERDEEN

ANTE-NATAL ANNEXE TO ABERDEEN MATERNITY HOSPITAL

APPLICATIONS are invited for the appointment of **Sisters** at the above Annexe which is to be opened about the end of May, 1941. Applicants should be State-registered nurses with the Certificate of the Central Midwives Board. The salary to be paid is at the rate of £90 per annum, rising by annual increments of £5 to £105 per annum, plus war increase of 6 per cent., together with board, lodging and uniform. The appointments are subject to the provisions of the Local Government Superannuation (Scotland) Act, 1937, and the succesful applicants will require to pass a medical examination.

Applications, giving full details of training and experience, and stating matrons' names for purposes of reference, should be sent to the undersigned to arrive not later than 30th April, 1941.

HARRY J. RAE,
Medical Officer of Health.

City Health Department,
4, Albyn Place,
Aberdeen. (509)

WINSLEY SANATORIUM, NEAR BATH

(147 BEDS)

SISTER required, S.R.N. Salary £100 plus £5 for T.A. and uniform, £2 10s. travelling allowance per annum. F.S.S. in force. Apply with matron's name for reference to Matron. (448)

ROYAL LANCASTER INFIRMARY

VOLUNTARY HOSPITAL—178 BEDS, PLUS 85 E.M.S. BEDS

RELIEF **Sister** required for holiday duty. Salary at the rate of £85 per annum. F.S.S. in force. Apply with full particulars to the Matron. (594)

ROYAL BUCKINGHAMSHIRE HOSPITAL, AYLESBURY

HOLIDAY **Sister** required for approximately four months. Salary £95 per annum. Federated Superannuation Scheme in force. Apply with details of experience and matron's name for reference to Matron. (590)

KENT COUNTY COUNCIL
PUBLIC ASSISTANCE DEPARTMENT

THE County Council invites applications for the following appointments:—

WARD SISTERS (Resident)

Orpington Institution

Salary £90 a year rising by £10 a year to £130 a year.

County Hospital, Chatham

Salary £95 a year rising by £10 a year to £135 a year. Candidates must possess the C.M.B. Certificate.

STAFF NURSES (Resident)

County Hospitals, Dartford and Chatham and Bridge Institution

Salary £70 a year rising by £5 a year to £80 a year. Preference will be given to candidates possessing good theatre experience in respect of the appointment at Chatham.

County Hospitals, Dartford and Farnborough (near Bromley) Non-resident

Salary £145 a year rising by £5 a year to £155 a year. An additional sum of £5 a year will be paid to candidates possessing the C.M.B. Certificate.

The appointments at the County Hospital, Farnborough, are necessitated by the extension of the Hospital Buildings.

FEMALE MENTAL NURSES (resident)

Sundridge Institution (near Sevenoaks)

Salary £60 a year rising by £5 a year to £65 a year.

County Hospital, Farnborough and Sundridge Institution (near Sevenoaks) Non-resident

Salary £130 a year rising by £5 a year to £140 a year. An additional sum of £5 a year will be paid for possession of the R.M.P. Certificate. Candidates must have had previous experience in similar duties.

ASSISTANT NURSES (Resident)

Bedgebury Park (near Goudhurst), Bridge, Lyminge, Coxheath and Cranbrook Institutions

Salary £55 a year rising by £5 a year to £65 a year.

Bedgebury Park (near Goudhurst), Bridge and Coxheath Institutions Non-resident

Salary £130 a year rising by £5 a year to £140 a year.

MALE NURSES (Non-resident)

Orpington Institution

Salary £150 a year rising by £5 a year to £160 a year.

MALE ATTENDANT (Resident) (Single Man)

Orpington Institution

Salary £65 a year.

MALE MENTAL NURSES (Non-resident)

County Hospital, Dartford

Salary £150 a year rising by £5 a year to £160 a year.

FEMALE WARD ORDERLIES (Non-resident

County Hospital, Chatham

Salary £2 10s. a week.

In respect of certain of the above appointments a war addition in accordance with the Council's Scale is at present payable.

Applications to be made on forms obtainable from the **Public Assistance Officer, County Hall, Maidstone,** to be returned to him by not later than the 6th May, 1941.

The appointments are superannuable and the successful candidates will be required to pass a medical examination.

W. L. PLATTS,
Clerk of the County Council.

19th April, 1941. (625)

ROYAL NATIONAL ORTHOPAEDIC HOSPITAL, 234, GT. PORTLAND STREET, W.1

HOLIDAY **Sister** required. S.R.N. Salary £100.
Apply Matron. (653)

BUSHEY AND DISTRICT HOSPITAL, BUSHEY HEATH, NEAR WATFORD HERTS

JUNIOR **Sister** required for night duty, also **Staff Nurse** required at once. Aply with particulars of training to the Matron. (543)

EAST SUFFOLK AND IPSWICH HOSPITAL, IPSWICH

EXPERIENCED **Sister** required for Ophthalmic Ward with Theatre attached. Salary according to experience. Federated Superannuation Scheme in force. Apply Matron, giving full particulars. (533)

LONDON COUNTY COUNCIL

SISTERS required for mental health Services. Vacancies at Friern Hospital, New Southgate, N.11; Cane Hill Hospital, Coulsdon, Surrey; and at West Park Hospital, Epsom, Surrey (hospitals for nervous and mental disorders). Supervising duties. Salary £185 rising to £205 a year plus cost of living bonus. Moderate charges for lodging and meals. Candidates must hold general training certificate; preference given to those holding also recognised diploma of proficiency in mental nursing. Married women eligible for temporary employment. For application form, send stamped addressed foolscap envelope to Medical Officer of Health (Fr.) Mental Health Services, West Park Hospital, Epsom, Surrey. (622)

LOUTH AND DISTRICT HOSPITAL
(59 BEDS)

THEATRE **Sister** required with X-ray experience.

Salary £85 rising by annual increments of £5. Uniform allowance £5. F.S.S.N.

Apply, giving full particulars of training and subsequent experience and enclosing two recent testimonials to Matron, Louth and District Hospital, Crowtree Lane, Louth, incs. (568)

EALING AND BRENTFORD AND CHISWICK HOSPITALS COMMITTEE
ISOLATION HOSPITAL
SISTER

APPLICATIONS are invited for the position of **Sister** at the Isolation Hospital, South Ealing (154 beds)

Candidates must be State-registered and must hold a certificate of fever nursing and should be capable of training Probationers.

Salary £105, rising to £125 by annual increments of £5, together with board, washing and indoor uniform. A deduction will be made from the salary in accordance with the provision of the Local Superannuation Act, 1937, and the appointment will be subject to passing the medical examination in connection therewith.

Copies of application forms and terms of appointment can be obtained from the undersigned, to whom applications, accompanied by copies of not more than three recent testimonials, must be delivered not later than 1st May, 1941.

THOMAS ORR, M.D., D.Sc.,
Medical Superintendent.

Town Hall,
Ealing, W.5. (570)

CITY OF PLYMOUTH
DIDWORTHY SANATORIUM
SOUTH BRENT, DEVON
INSTITUTION FOR TREATMENT OF PULMONARY TUBERCULOSIS
MEN AND WOMEN—100 BEDS

APPLICATIONS are invited for the post of **Sister** at the above Sanatorium. Applicants must be State-registered nurses and able to take charge in the Matron's absence. Salary £95 per annum rising by annual increments of £5 to £115 per annum together with uniform and usual residential allowances valued for superannuation purposes at £100 per annum. The successful candidate will be required to pass satisfactorily a medical examination. Applications in writing, giving full particulars should be sent to the Medical Superintendent. (619)

COUNTY BOROUGH OF BLACKBURN
PUBLIC ASSISTANCE DEPARTMENT

APPLICATIONS are invited for the post of **Ward Sister** at Queen's Park Hospital, Blackburn.

Candidates must have had three years medical and surgical training, and must possess the C.M.B. Certificate.

Salary, £100 per annum, and a cost of living increase of £5 2s. per annum, together with residential emoluments and uniform.

Applications, stating age and qualifications, and accompanied by copies of not less than two testimonials of recent date, to be sent to the Public Assistance Officer, Cardwell Place, Blackburn.

CHAS. S. ROBINSON,
Town Clerk.

Town Hall, Blackburn.
12th April, 1941. (588)

THE BOLTON ROYAL INFIRMARY
(242 BEDS)

MALE **Surgical Ward Sister** required. S.R.N., salary £85 rising £5 per annum to £95. 6 per cent. War Bonus. Uniform provided. Federated Superannuation Scheme in force. Apply giving full particulars to Matron. (634)

LEICESTERSHIRE COUNTY COUNCIL

THE Council invite applications for the following appointments, viz:—

BOSWORTH PARK INFIRMARY
Assistant Nurses.

LOUGHBOROUGH INSTITUTION
Temporary Assistant Nurses.

LUTTERWORTH INSTITUTION
Assistant Nurse.

MARKET HARBOROUGH INSTITUTION
2 Assistant Nurses.

MELTON MOWBRAY INSTITUTION
Temporary Sister.
2 Assistant Nurses.
4 Temporary Assistant Nurses.

The basic salaries payable in respect of these appointments are, viz:—

Trained nurses: £85 to £100.

Assistant nurses: Without previous experience £45 per annum; with approved experience, 1 year, £50 per annum; 2 years, £55 per annum; 3 years, £60 per annum. Rising in all cases to £65 per annum.

These salaries are, at the present time, increased where necessary to ensure the payment of salaries of not less than the following amounts to each nurse: Trained nurses, £90 per annum, plus £20 per annum when acting as Sister or in charge of a Ward or Department; Assistant nurses, with not less than 6 months experience, £55 per annum.

The appointments will be with board, apartments, washing, and an allowance of uniform in accordance with the Council's Scale and will be subject to the Sick Pay Rules and Regulations of the Council.

The appointments, other than the temporary appointments, are designated posts for the purposes of Superannuation.

Applications in candidate's own handwriting, stating age, marital condition, experience, qualifications (if any), etc., together with copies of three recent testimonials should be forwarded to the Director of Public Assistance, Leicestershire County Council, 6, St. Martin's Leicester, forthwith.

LUCAS E. RUMSEY,
Clerk of the Council.

County Offices,
Leicester.
16th April, 1941. (595)

THE EDMUND POTTER HOSPITAL
AUXILIARY HOSPITAL TO THE BOLTON ROYAL INFIRMARY
43 BEDS

WARD **Sister** required. Salary £80 rising by £5 to £95 per annum. Federated Superannuation Scheme in force.

Apply immediately to Matron, Edmund Potter Hospital, Fernclough, Heaton, Bolton. (563)

THE GREAT YARMOUTH GENERAL HOSPITAL
APPROVED TRAINING SCHOOL

HOLIDAY **Sister** required. Salary £90 per annum and war bonus.

Holiday Staff Nurse required.
Salary £80 per annum and war bonus. (569)

ORTHOPAEDIC HOSPITAL, HARTSHILL, STOKE-ON-TRENT

SISTER and **Staff Nurse** required. Commencing salaries £90 and £75. S.R.N. Orthopaedic experience preferred. Federated Superannuation Scheme in force.

Apply to Nursing Superintendent. (575)

HULL CORPORATION
HEALTH DEPARTMENT

HULL SANATORIUM COTTINGHAM

WARD **Sister,** General and Fever trained with T.B. experience. Salary £90 rising £5 to £110 p.a.

Staff Nurses. General trained and with T.A. certificate or good experience for T.B. wards. Salary £70—£80 p.a.

Assistant Nurses for T.B. wards, over 19 years, with previous experience. Salary £55—£60 p.a.

COTTINGHAM BASE HOSPITAL
(HULL CITY HOSPITAL)

General trained Staff Nurses for one years Fever training. Salary £70—£80 p.a.

Probationer Nurses for Fever training, 17 years. Salary £40—£45 p.a.

General trained Staff Nurses for emergency wards required urgently.

Uniform, board and lodging provided. 48 hour working week.

Apply Matron, City Hospital, Cottingham, E. Yorks. (586)

LANCASHIRE COUNTY COUNCIL

CHARGE **Sister** required for Wolstenholme Pulmonary Hospital, Norden, Rochdale (55 beds—male). At this hospital modern surgical treatment is given to the patients, and the post offers good opportunity of promotion because the Sister is Deputy Matron.

The hospital is on the bus route for Rochdale.

Salary £90 per annum rising to £130, £8 per annum uniform allowance; board, lodging and laundry (valued at £72 per annum for superannuation purposes); plus 3 per cent. bonus (representing £4 17s. 2d. per annum on minimum salary).

Candidates must be general trained and under 40 years of age. The selected candidate will be required to pass a medical examination and to contribute to the superannuation fund.

Applications, with copies of testimonials, to be forwarded to the Matron, Wolstenholme Pulmonary Hospital, Norden, Rochdale.

G. LISSANT COX,
Central Tuberculosis Officer.

County Offices,
Preston. (666)

CAMBORNE-REDRUTH MINERS' AND GENERAL HOSPITAL, REDRUTH, CORNWALL

WARD **Sister** required for Male Wards (military and civilian). S.R.N. essential. Salary commencing £85 p.a.

Staff Nurses required. S.R.N. essential. Salary commencing £75 p.a.

In each case uniform provided. F.S.S.N. in force.

Apply giving full particulars of training and experience to Matron. (669)

NORTH STAFFORDSHIRE ROYAL INFIRMARY, STOKE-ON-TRENT
NORMAL NUMBER OF BEDS 472, EXTENDING TO 814 UNDER THE EMERGENCY MEDICAL SCHEME

APPLICATIONS are invited for the post of **Sister in Charge** of Casualty Department.

Salary £95 per annum with uniform. Federated Superannuation Scheme in force.

Apply with all particulars to the Matron. (578)

THE HOSPITAL, PORT SUNLIGHT, CHESHIRE
(26 BEDS)

SISTER required for Women's Ward (10 beds). General trained and State-registered. Previous Sister's experience essential. Salary £90 with £8 uniform allowance per annum. F.S.S. optional. Apply stating age and experience with matron's name for reference to Matron. (682)

WILSON HOSPITAL, MITCHAM

HOLIDAY **Sister** required for four months. Some housekeeping experience required. Salary £90 per annum. (672)

CENTRAL LONDON THROAT, NOSE AND EAR HOSPITAL, GRAYS INN ROAD, LONDON, W.C.1

SISTER required for relief duties. Salary £85 per annum with uniform. Apply Matron. (704)

WESTERN OPHTHALMIC HOSPITAL, MARYLEBONE ROAD, N.W.1

SISTER for Holiday Relief required for six months. Ophthalmic experience essential.

Salary £85 to £105 according to experience. Federated Superannuation Scheme in force.

Apply with full particulars to the Matron. (701)

COSSHAM MEMORIAL HOSPITAL, KINGSWOOD, BRISTOL
(100 BEDS)

STAFF **Nurses** required (S.R.N.). Salary £65 to £70 after one year. F.S.S.N. and H.O. in force.

Apply with testimonials to Matron.

Probationers. There are vacancies for girls to train (3 years course). Salary £20—£25—£35. Working hours 96 per fortnight. Resident Sister Tutor.

Apply to Matron. (463)

QUEEN'S INSTITUTE OF DISTRICT NURSING
SCOTTISH BRANCH

QUEEN'S Nurse interested in maternity work wanted to act as **Senior Midwife and District Coach** to midwifery pupils. A nurse holding the Health Visitor's Certificate may be considered for promotion when vacancy occurs on Administrative Staff. For particulars regarding salary, etc., reply to Miss Manson, Superintendent, 29, Castle Terrace, Edinburgh, 1. (604)

ELIZABETH GARRETT ANDERSON HOSPITAL, 144, EUSTON ROAD, N.W.1

SISTER required immediately. Salary £95 per annum. Federated Superannuation Scheme in force.
Apply Matron. (706)

THE DUCHESS OF YORK HOSPITAL FOR BABIES, MANCHESTER, 19

SISTER required, S.R.N., with Theatre experience Salary £100 per annum. Material for uniform. F.S.S.N. in force.
Apply Matron. (697)

QUEEN'S NURSES

S.R. **Nurses** needed to qualify for work as Queen's Nurses in many parts of England and Wales. Varied types of work after training including the nursing of war-time industrial workers; in some rural areas, midwifery, health visiting and school nursing.
Salary during six months' training £60 per annum with all found. Midwifery training given to suitable Queen's nurses. Health visitors train in four months.
Apply: Queen's Institute of District Nursing, 57, Lower Belgrave Street, London, S.W.1. (641)

QUEEN'S INSTITUTE OF DISTRICT NURSING
SCOTTISH BRANCH

THERE are vacancies in the Central Training Home, Edinburgh, from November onwards, for trained Nurses who wish to train as Queen's Nurses. Nurses not holding the C.M.B. Certificate are given this training after completion of District Training.
Ex-Queen's Nurses wishing to rejoin for work under the Institute (Scottish Branch) can be considered for vacancies.
Further particulars as to training, and in the case of Ex-Queen's Nurses, as to changes in Salaries and Pensions, will be sent on application to the Superintendent for Scotland, 26, Castle Terrace, Edinburgh. (14)

ROYAL HALIFAX INFIRMARY

ASSISTANT **Masseuse** required for holiday duty. Resident post. Salary £85. Apply stating qualifications and experience to Matron. (628)

ROYAL BERKSHIRE HOSPITAL, READING

THERE are vacancies for **Staff Nurses** in the Paying Patient Block, S.R.N. Salary £70—£85 per annum with part uniform. Federated Superannuation Scheme in force.
Apply to the Matron. (640)

THE GUEST HOSPITAL, DUDLEY

REQUIRED **Masseuse** (resident) for a period of two weeks. Salary £2 12s. per week and the usual emoluments. Apply stating age and experience to Matron. (608)

SELLY OAK HOSPITAL, BIRMINGHAM 29
MASSAGE AND ELECTRO-THERAPEUTIC DEPARTMENT

HOLIDAY **Masseuse** required, for a period of six months, must hold the Triple qualification and L.E.T. Certificate. For an application form apply to the Matron. (675)

THE ROYAL VICTORIA AND WEST HANTS HOSPITAL, SHELLEY ROAD, BOURNEMOUTH

SISTER for X-ray Department required, S.R.N. and M.S.R. Salary to commence £150 per annum with uniform. Federated Superannuation Scheme in force. Apply with full particulars to the Matron. (584)

SWANSEA GENERAL AND EYE HOSPITAL

VACANCIES for **Housekeeping Pupils.** Four months course. Certificate and honorarium given.
Apply to Matron. (616)

THE BIRMINGHAM UNITED HOSPITAL
The General Hospital, The Queen Elizabeth Hospital

THE QUEEN ELIZABETH HOSPITAL STAFF **Nurses** required for immediate duty, and vacancies during the next three months. Salary at the rate of £70—£80 per annum, together with a supply of uniform, other residential emoluments, and participation in the F.S.S.N.H.O.
Housekeeping Pupils, one vacancy each month throughout year. No premium, five months' course, certificate issued.
Apply to the Matron. (611)

BRADFORD ROYAL INFIRMARY
HOUSEKEEPING AND ADMINISTRATIVE COURSE

AN unexpected vacancy will occur on May 31st, 1941, for a **Pupil** in the Housekeeping and Administrative Departments of the hospital for a six months course of training.
An allowance at the rate of £36 per annum will be made.
Apply with names for reference to The Lady Superintendent. (603)

ROYAL BUCKINGHAMSHIRE HOSPITAL, AYLESBURY

PUPIL **Housekeeper** required. Four months' course. Vacancy in May. Must have held a Ward Sister's post. Apply with matron's name for reference to the Matron. (473)

ROYAL SUSSEX COUNTY HOSPITAL, BRIGHTON

PUPIL **Housekeeper.** There will be a vacancy on 15th May, 1941. The course is for four months. Candidates must be State-registered.
Application should be made to the Matron, giving a matron's name for reference. (538)

NORTH STAFFORDSHIRE ROYAL INFIRMARY, STOKE-ON-TRENT
(NORMALLY 472 BEDS, EXTENDED TO 814 UNDER THE EMERGENCY MEDICAL SCHEME)

ASSISTANT **Masseuse** required. Non-resident. Orthopaedic experience desirable.
Salary £182 per annum, with lunch.
Apply with all particulars to the Matron. (577)

KING'S COLLEGE HOSPITAL, DENMARK HILL, S.E.5

THERE is a vacancy for a **Pupil Housekeeper,** 6 months' course. Candidates must have held a Ward Sister's post.
Apply with details of experience and training and matron's name for reference to Sister Matron. (484)

THE DUCHESS OF YORK HOSPITAL FOR BABIES, MANCHESTER 19

S.R.N., six months experience, offered in the Nursing and feeding of Infants.
Salary £75 per annum.
Apply Matron. (698)

ST. ALBANS AND MID HERTS HOSPITAL, ST. ALBANS

STAFF **Nurse** required for children's ward (12 cots) early in May. Salary £70 p.a. increasing. Uniform supplied. Day off weekly.
Apply Matron. (668)

SURREY COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT

MATERNITY **Staff Nurse** (Resident) required at Warren Road Hospital, Guildford, Surrey.
Candidates must be State-registered nurses and State Certified Midwives.
Commencing salary £85 p.a., rising by annual increments of £5 to £95 per annum, plus full residential emoluments valued at £70 per annum. If non-resident the salary will be £151 by £5 to £161, plus £4 for uniform
Apply to the Matron of the Hospital.
DUDLEY AUKLAND,
Clerk of the Council.
County Hall,
Kingston-on-Thames.
25th April, 1941. (693)

ROYAL SEA BATHING HOSPITAL AT SOUTH HILL PARK, BRACKNELL, BERKS

STAFF **Nurse** required, S.R., for night duty salary £70 with War Bonus extra. Apply the Matron. (627)

DONCASTER ROYAL INFIRMARY
185 BEDS—200 EMERGENCY BEDS

STATE-REGISTERED **Staff Nurse** required. Salary £75 rising £5 p.a. to £90.
Commencing £80 if S.C.M.
Superannuation Scheme in force. Day off weekly. Uniform provided.
Apply to Matron. (666)

WOOD GREEN AND SOUTHGATE HOSPITAL, BOUNDS GREEN ROAD, N.11

STAFF **Nurses,** S.R. two required; Surgical work. Alternate day and night duty. Commencing salary £80 and uniform. Good off duty. One month yearly.
Apply Matron. (637)

THE MOUNT VERNON HOSPITAL AND RADIUM INSTITUTE, NORTHWOOD, MIDDLESEX

VACANCIES for **Staff Nurses, Theatre Nurses, Assistant Nurses.**
Staff nurses £80—£90 p.a. Assistant nurses, £55—£65 p.a. Uniform and laundry provided. Federated Superannuation Scheme in force.
Apply with full particulars to the Matron. (471)

DEVON COUNTY COUNCIL

NURSES are required at Public Assistance Institutions in the County.
Staff Nurses £60—£75 p.a. Assistant Nurses (experienced) £50—£60 p.a. Assistant Nurses (without experience) £35—£40 p.a Salary rises annually by £2 10s. Board, lodging and Uniform provided.
Particulars and application form may be obtained from the undersigned.
MARTIN SYKES,
Public Assistance Officer.
"Felixwell,"
St. Thomas, Exeter. (48)

THE BIRMINGHAM ACCIDENT HOSPITAL AND REHABILITATION CENTRE

THERE are vacancies for **Staff Nurses** at the above named Hospital. Candidates must be State-registered nurses.
Salary to begin at £70 per annum, with uniform, etc. The Federated Superannuation Scheme is in force.
The work will provide valuable experience for Nurses wishing to obtain industrial posts.
Applications, stating age and full particulars to the Matron, The Birmingham Accident Hospital and Rehabilitation Centre, Birmingham, 15 (304)

CITY OF BIRMINGHAM
"SORRENTO" MATERNITY HOME, 15, WAKE GREEN ROAD, MOSELEY

THERE are vacancies at the above Home for:—
(a) **Pupil Midwives** for Part I Central Midwives Board Certificate. Salary £55 per annum, plus bonus.
(b) **General Trained Nurses** and **Children's Trained Nurses** in the Premature Baby Wards for special instruction in the care and management of the premature baby. Salary scale £75—£5—£95, plus bonus.
For particulars apply to the Matron. (674)

SURREY COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT

EPSOM COUNTY HOSPITAL,
DORKING ROAD, EPSOM
WARREN ROAD HOSPITAL, GUILDFORD

FEMALE **Mental Staff Nurses** (non-resident) required at the above Hospitals.
Candidates must hold the R.M.P.A. certificate or a certificate in Mental Nursing approved by the General Nursing Council.
Commencing salary £136 per annum, rising by increments of £5 annually to £151 per annum. Uniform provided.
Application forms and full particulars of the appointment may be obtained from the Matron of the Hospital.
DUDLEY AUKLAND,
Clerk of the Council.
County Hall,
Kingston-on-Thames.
25th April, 1941. (692)

GUY'S HOSPITAL, LONDON BRIDGE, S.E.
PAYING PATIENTS' BLOCK

VACANCIES for **Resident** State-registered **Staff Nurses.** £60—£80 p.a., according to experience. Uniform. Nurses must be willing to work in any of the Guy's Hospital War Emergency Units while the paying patients' block is closed.
Applicants must be members of Federated Superannuation Scheme.
Apply the Matron. (360/2)

KING'S COLLEGE HOSPITAL, DENMARK HILL, S.E.5

STATE-REGISTERED **Staff Nurses** required for the Private Patients' Wing. Salary £70 by £10 to £80 per annum. Preference given to nurses holding their S.C.M. or Part I of the Examination of the C.M.B. Salary £75 by £10 to £85 per annum.
Federated Superannuation Scheme in force.
Apply with details of experience and training and matron's name for reference to Sister Matron. (483)

WINSLEY SANATORIUM, NEAR BATH
(141 BEDS)

REQUIRED:—
1. **Staff Nurse,** State-registered. Commencing salary £82 10s. p.a.
2. **Assistant Nurse.** Salary according to experience
3. **Probationers.** Commencing salary £36 5s. per annum. Prepared for Tuberculosis Association Examination.

Board residence and uniform. F.S.S. in force. Apply with particulars to the Matron. (447)

DERBYSHIRE COUNTY COUNCIL
ASHBOURNE MATERNITY HOME

FULLY trained **Nurses** required with C.M.B. Certificate.
Salary £80 per annum. Board and laundry provided, and an allowance of £5 per annum for uniform, plus a temporary cost of living bonus.
It will be necessary for the nurses appointed to reside in the Home.
The posts will be subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidates will be required to pass a medical examination.
No special application form is issued, but applications with copies of recent testimonials should be sent to the County Medical Officer, New County Offices, Derby, not later than May 10th, 1941.
W. M. ASH,
County Medical Officer of Health.
New County Offices,
Derby.
21st April, 1941. (686)

COUNTY BOROUGH OF SOUTHPORT

WANTED for New Hall Isolation Hospital, Scarisbrick:
Staff Nurse, special trained. Salary £70 to £80 per annum.
Staff Nurse, general trained. Salary £65 to £75 per annum. Both appointments subject to cost of living award, together with full holidays and uniform allowance.
Apply to the Matron sending copies of two recent testimonials stating age and experience. (655)

CLASSIFIED ADVERTISEMENTS CONTINUED ON PAGE IX

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JOURNAL OF THE ROYAL COLLEGE OF NURSING

Nursing Times

VOL. XXXVII No. 1878 SATURDAY, APRIL 26, 1941

EDITOR: MISS K. F. ARMSTRONG, S.R.N., S.C.M., DIPLOMA IN NURSING, LONDON UNIVERSITY

The Position of the Industrial Nurse

THE rapid expansion of industrial nursing which has accompanied the war-time expansion of industry brings both progress and possible problems. There has been a marked widening of the field of nursing influence, which is an excellent thing, but at the same time, in many industrial concerns, the creation of a new post may have led to difficulties. This is largely due to the fact that the nurse, being habitually underpaid and therefore ready to accept underpayment, is not given the status and position to which her professional training entitles her.

There is no question but that the pivot of the whole problem is that, in the industrial world where money values are the predominant standard in the scheme of things, the vicious circle of status, salary and sphere of influence affects the value of the work that the nurse can do. The sphere of influence and authority of any given worker will depend partly on personality and general capability, but also on the salary paid to her, by which her status will to a large degree be governed. For by her salary, her standing among her fellow employees will be determined.

✦ ✦ ✦

The problems that arise are likely to be due to the fact that in a number of factories the industrial nurse has been appointed at a salary of £160 a year non-resident, instead of at the College scale of £240 a year rising by £15 annually and £250 a year for nurses with the special training. The industrial manager will realise that if he offers this salary—the lowest figure for any non-resident nursing post, except in Scotland which is known to be very behindhand in recognising the value of the work of its public health and district nurses—he is likely to attract material of a poor quality.

Of course there will be exceptions where, for family or other special reasons, the nurse undertakes this branch of work to be able to live at home, or where she does it for philanthropic reasons, although she knows that the salary offered is in no way the equivalent of the services she is able to offer to the firm and its employees.

In other factories the nurse has been given a salary on the College scale and has, perhaps, had the benefit of the special courses on industrial nursing which the Royal College of Nursing has organised. She therefore enters the industrial world well-informed as to the scope and nature of the possibilities before her and knows her ground. Where should she stand ?

The staff contains, in addition to the industrial nurse, a welfare supervisor—now beginning to be known as the personnel or labour manager because of the taint of condescension associated with the word welfare. The supervisor, either man or woman, is responsible for the engagement of labour, for the social and recreational side of the workers' activities, their canteen, if there is not a qualified supervisor there, and their general welfare. He or she may have as training a university degree in sociology or, in these days, a short course of three months' special training for her duties. She receives a salary of £200 to £250 as a minimum, according to age, and her salary may rise to a high figure, and she is regarded without question as a departmental manager, responsible to the board or works' manager for the successful organisation of her department.

Needless to say, if an industrial nurse is appointed at a salary of £160 a year with no annual rise on the same staff, although her training has taken her four to five years to acquire, she will in the scheme of things be considered a person of comparative unimportance whose work is completely secondary to that of the welfare supervisor.

This is not as it should be. The work of the industrial nurse is specific and requires a specific and arduous preparation to enable her to carry it out. She should have complete charge of her department, under the medical officer if there be one, and, in fact, should be the departmental manager in respect to the health teaching and problems of the employees unless there is a doctor who holds this position. She should work easily with the welfare supervisor meeting her as a professional colleague on equal terms for consultative purposes, but should not be under her direction.

Her duties will in some respects clash in their interests with those of the personnel manager, even though both must have as their object the maintenance of production. The manager's interest will be to maintain output, to provide every bench, every machine, with a full complement of labour. The nurse's interest will be to preserve the lowest

Tinies evacuated from London wearing some of the hundreds of wool garments sent to this country by the Australian Mothercraft Society's Comforts Guild. Any nurses who know of poor mothers needing clothes for their children, and are willing to distribute them personally, should write to Miss Liddiard at Cromwell House, Highgate, N.6 and give the age and size of the children.

Topical Notes

Scenes at the new St. Thomas's Hospital. **Above** : *a general view taken between two of the hutment wards showing the country surroundings and the shelter and blast arrangement between blocks.* **Right** : *nurses taking details concerning a newly arrived patient*

possible total absenteeism from sickness and injury by insisting on correct early treatment of minor cases, and by good treatment in major cases to ensure against loss of personnel by incapacity, and loss of income from compensation for accidents or illness due to employment.

✦ ✦ ✦

It will be in the interests of the staff, for example, for the incipient case of influenza or mumps to be detected and sent home to avoid a more prolonged illness for the individual and the spread of the infection among neighbouring workers. The employee may not want to go home—especially if employed on piece work; the personnel manager may find it difficult to spare her from, perhaps, a key position. There is the temptation to risk subsequent major difficulties to overcome present minor ones.

Again there is the difficult question of the dirty head which always needs tactful handling. Is the nurse to have the support of the management at the risk of offending, possibly losing, some of the workers on this essential matter of hygiene? Or is the management going to take the standpoint that an additional worker, even though her head be known to be lousy, is better than no worker at all.

It is in such problems as these that the nurse needs—in fact must have, if she is to succeed—the support which a suitable salary and status alone can give her.

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Industrial Nursing

This Public Health number of the *Nursing Times* is largely devoted to the interesting subject of industrial nursing. Even those who are not themselves engaged in health work will find interesting all the ramifications of the services to protect the well being of the worker at this important time in our national history. Industrial nursing needs many good recruits. Another point of special interest, this week, is the report of Council meeting at which Miss Florence Horsbrugh, C.B.E., M.P., spoke on the vexed question of nursing recruitment and salaries, and answered members' questions. Our correspondence columns contain an interesting letter from a nurse on the subject of salaries.

More Raid Damage

Since last we went to press, hospitals have again suffered from air raids but their services are still being carried on. Eight London hospitals were damaged in the heavy raid on Wednesday and more on Saturday. Some had been victims of previous raids. At Guy's the historic block containing the Governors' Court Room with its fine painted ceiling and panelling was one of the parts burnt out. Three other hospitals previously damaged suffered again. In one of the older buildings a ward block was burnt out, at another, where the building is of the most modern type, a land mine did damage to windows, doors and structure to the extent of £50,000. An operation was proceeding here for the removal of glass from an eye when the emergency theatre was wrecked, but although all others were bruised the patient escaped injury. In view of all these happenings the opening of branches in the country by the big voluntary hospitals becomes of special interest.

Widening an Experiment

Other London hospitals have followed the pioneer pathway from crowded centres to the country side. Guy's Hospital has taken a country house at Seale, Kent. The London Hospital, E.1, opened a branch hospital, with 360 beds, at Brentwood, Essex, on April 21. The work of the hospital at Whitechapel, where there remain 350 beds, still continues and though it has had nine bombs and very many incendiaries, it still treats air-raid casualties on the site where it has carried out its work for 200 years. The London Hospital is still the largest voluntary hospital in England, with a total of 710 beds.

Probationers' Salaries

The question of whether or no the hospitals should make the attempt to follow the lead given by Mr. Ernest Brown,

Minister of Health, to raise the salaries of probationers to £40 a year is raising considerable controversy though none can question that he has done the right thing in raising the salary of the trained nurse. After all, the training of the student nurse is a professional education. May it not be highly desirable that there shall be a variation in the salaries of the trainees? We all know that in every profession the beginner obtains the best education that he can afford and often makes heavy sacrifices to obtain it. May it not well be that, in the future, the student will have a good guide as to whether the training and conditions of training in the various hospitals are good, bad or indifferent, by the salary scale in force for the student nurse, for in any case the student nurse gets board, lodging, uniform and laundry. We hope that the government scheme will not result in hospitals getting plenty of probationers when the training given is poor and the conditions of training bad. No one will mind putting up with abnormal hardships and lack of privacy in accommodation in these days of strict rationing and shelter sleeping. On the other hand there is no rationing of kind words, courteous treatment and understanding encouragement. They are needed more than ever in the days of strain, and mark those who are really fitted to lead in the nursing world.

A Serious Pest

RECENTLY, at the request of the President of the Board of Education and the Minister of Health, Dr. Mellanby carried out investigations into the incidence of the head louse in England. Official figures show that school nurses find nearly half a million, or 10 per cent., of the children attending elementary schools are verminous, and that preventive educational and curative work must be done in districts where housing and social conditions are unsatisfactory. Fresh investigations carried out in fever hospitals on children coming from seven cities from four rural and from two midland counties, show that a very high degree of infestation with head lice exists in industrial cities, that girls are affected more often than boys, and that the highest rate of infestation is found among pre-school children. The Ministry of Health states that this is a new finding of great importance. The peak of infestation in girls is at the age of three years, 51.6 per cent. being infested: for boys, the age peak is the same, though 40 per cent. only are infested. Then the number "steadily declines with age until it reaches a very low level with young male adults." In girls of school age the percentage of infestation in ten industrial cities is highest at 10 and 11 years, being over 51 per cent., approximating to the high figures for the ages of three and four years, and are three times those shown in the reports of school medical officers. So investigations show the greater frequency of verminous conditions is in very young children, and that once school children are cleansed there is every likelihood of their being re-infested at home unless the population, and particularly mothers, "realise the importance of eradicating lousiness". "The provision of adequate cleansing facilities and their regular use will be essential," and, the memorandum includes, facilities for "cleansing of clothes and bedding."

THIS WEEK

MARK THESE DATES IN YOUR CALENDAR

The Royal College of Nursing

Annual General Meeting—June 11, 12, 13 and 14.

Draft Programme

Wednesday, June 11.—3 p.m., Private Nurses' Section Annual General Meeting. 6 p.m., Public Health Section Annual General Meeting.

Thursday, June 12.—11 a.m., Service at the Church of St. Peter, Vere Street. 1 p.m., Silver Jubilee luncheon, probably at the Dorchester Hotel. 3.30 p.m., Annual General Meeting. 8 p.m., Professional Conference. Suggested subject: "Some Modern Trends in Nursing Politics."

Friday, June 13.—10 a.m., Branches' Standing Committee. 2 p.m., Student Nurses' Association Annual General Meeting. 6 p.m., sherry party.

Saturday, June 14.—10 a.m., Sister Tutor Section Annual General Meeting and Conference.

(Further details later)

Success of Anti-Diphtheria Campaign

SIR WILSON JAMESON, chief medical officer of the Ministry of Health, recently commended the effort now being made to protect children against diphtheria. He said that last year there had been fewer cases of diphtheria in this country than in any year during the past 10 years, but during those 10 years there were approximately 60,000 cases a year, and of those about 3,000 had died. This could be practically stopped by the proper use of diphtheria toxoid, which is issued free by the Government. Sir Wilson Jameson was accompanied by Major Neil Mckinnon from Toronto, and Professor John Gordon, of Harvard University, both of whom spoke of the success achieved by immunisation in Canada and the United States of America. We have called our readers' attention to the markedly reduced figures, obtained in Canada and the States, many times in recent years, and hope that this country will not continue to lag so far behind. It is queer that it has taken a war to produce a determined concerted effort here.

Above: *Lady Kindersley receiving contributions towards National Savings from nurses of the Elizabeth Garrett Anderson Hospital who are regular weekly contributors.* **Right**: *the first 'round-the-clock' nursery school, open from 7 a.m. to 7 p.m., has been started at Feltham Middlesex, by the Save the Children Fund and the Women's Voluntary Services for the children of war workers. Here are some of the young 'pupils,' who range from two to five years of age, at lunch*

Welfare Work Outside the Factory

By MARY SMIETON

EVERY week you see in the press and hear over the radio appeals for more war workers, war workers of all kinds—engineers, shipbuilders, girls and women to go into the filling factories and to replace men being called up. The list is a long one. Men and women up and down the country are answering these appeals, and coming forward with a full knowledge of the sacrifices they are being called on to make. Girls are leaving home for the first time and travelling to strange cities; men are on construction jobs on sites that are miles from the nearest town and all its amenities; married women, who never dreamt they would go out to work again, are making arrangements for the care of their children and going into the munition factories.

This new kind of life calls for new methods of welfare—welfare outside the factory. Mr. Ernest Bevin, the Minister of Labour and National Service, said on October 12, last year: "In connection with the great factories, there has to be a tremendous movement of labour from one part of the country to another, and this involves both careful work and careful administration and a great intensification of the development of the amenities in order to care for the workpeople transferred. For the purpose of dealing with this problem, I brought into being the Factory and Welfare Board. As you know, the Factory Department was transferred for the period of the war to the Ministry of Labour. The health and welfare and billeting of the people outside the factory had to be dealt with, so, while the factory inspector deals with the problems inside, I had to create a staff of welfare officers to cater for the people outside the factory."

Welfare Department Formed

So it was that in the summer of last year the Welfare Department was built up. Outside staff consists of divisional welfare officers, of whom there are 11 and whose areas are approximately the same as those of the regional commissioners; and local welfare officers, of whom there are about 40 at the moment, and who are to be found in the towns and areas where there are the most acute problems that have grown out of the enormous development of war industry.

Nurses are very likely to come across the local welfare officers in their work, for it is they who deal with the day to day problems. It should be made very clear, though, that the welfare officers do not, except for providing recreational facilities and in real emergencies, undertake administrative work or case work of any kind themselves. Their job is to be aware of the welfare problems in their area and to see that the appropriate authority undertakes the necessary action. This will become clearer as we look at their actual work.

Welfare outside the factory falls under several main heads: lodging, billeting and feeding; the nursing of transferred workers; the care of children of married women at work; transport; recreation. Nurses are likely to be interested mainly in the first three of these problems.

Arranging a Welcome

To take lodging and billeting first. Most local authorities now have special billeting officers, but when groups of men or girls are being transferred from one part of the country to another, the local welfare officer into whose area they are coming has the job of seeing they are properly met, given light refreshments after long journeys, told about the social services, the clubs and recreational facilities of their new home town and so on. Where there is an evident need for a communal feeding centre to meet the needs of the workpeople, the local welfare officer draws the attention of the proper authorities to this need and makes suggestions for the need being met.

Then a new problem, namely the nursing of the transferred worker, has arisen. Most of them are either in lodgings or billets, although a growing number are housed in hostels where medical attention is assured. But the average housewife who is taking in a lodger as part of her war service is in no position to look after a sick man. These work people are partly looked after by the district nurse, under a special arrangement between the Ministry of Health and the Ministry of Labour, who, acting on information either from the factory or from the landlady, will visit the invalid. Transferred workers are eligible for accommodation in the emergency hospitals even though they are not sick enough to go to hospital in the ordinary way. Special arrangements have been made to meet the cost of such treatment if the transferred worker is unable to meet the cost himself, so that there is absolutely no reason why any person in this category should go without adequate medical treatment. Naturally it is expected that the transferred worker will sign up with a panel doctor in his new home town; but it is his care when he is laid up in bed that has created a new problem which has been met in this way.

Children Must be Protected

Day nurseries are being set up all over the country to cater for the children of the married women going into industry and there are other forms of provision. But the needs of our war industry are so great and the demands for the married woman worker increasing so quickly, that, in the short period, there is not time to set up fast enough day nurseries and similar institutions to cater for *all* the children who must be looked after.

It was to solve this problem that the State-registered minder system has been worked out. Mr. Bevin announced the scheme in his broadcast of March 16. The scheme will not necessarily apply to the whole country, but particularly to areas where it is necessary for married women to go into industry. Where this is so the State has an added responsibility to see that their children do not suffer in any way. 'Minders' are often good foster-mothers; but there have been many bad ones. It is the bad ones that will be eliminated. Public health visitors will examine the homes and the capabilities of all women wishing to register under the new scheme and only those who can safely be trusted with the care of children will be registered. In effect this registration should mean the end of the bad 'minders' because only those registered will be eligible for the State grant.

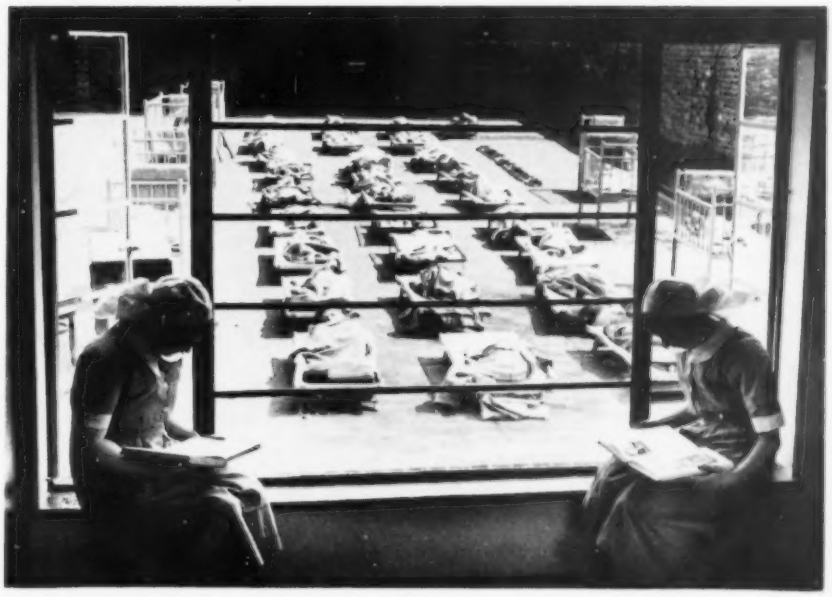
Transport and Recreation

Transport and recreation must be dealt with briefly. The divisional and local welfare officers keep a watching brief on the transport situation in their areas, and make approaches to the proper authorities for extra trains and buses or for alterations in train and bus schedules to meet the needs of the workpeople. The Ministry of Labour and the Ministry of Transport have together run the nation-wide campaign for 'Housewives—Finish your Travelling by 4 o'clock,' so that the transport services should be free for the workpeople immediately they finished work.

The local welfare officers work very closely with the voluntary organisations to see that there are adequate clubs, recreation centres, sports grounds and so on for workpeople. This is particularly necessary with the long hours that have to be worked, the blackout and all the other war-time restrictions. The now well-known ENSA entertainments are given in the factories as well as to the troops and, although the most usual time for an ENSA concert is the lunch interval, a considerable number are given at night for workers on night shifts. There are approximately 400,200 attendances at ENSA concerts in a normal week. Naturally there is no charge for these concerts.

Although it may appear that the majority of the problems raised here have come about as the result of the mass move-

While Mothers Work



Day nurseries are being set up all over the country to cater for the children of the married women going into industry. Our picture shows how the children's health may well benefit from such a course

ments of labour due to the war-time industrial programme, it should not be thought for one moment that the welfare officers of the Ministry of Labour are concerned only with the transferred war-worker. Their job is to look after the welfare of the work-people outside the factory irrespective of where they come from. The State is demanding tremendous sacrifices from every section of its citizens and it is the job of the welfare officers to make the lives of the industrial war workers as pleasant as possible in war-time circumstances.

As nurses you may often come across someone who is in difficulty, owing to these new war-time conditions. Any employment exchange manager will tell you how to find the local welfare officer in his area who may be able to get the difficulty straightened out.

Edinburgh's Questionnaire on the Assistant Nurse

THE Edinburgh branch of the Royal College of Nursing circulated the questionnaire given below among members of the Edinburgh branch and the secretaries of branches throughout the country. They received replies from 24 branches and from 125 of the Edinburgh members.

1. Do you approve of legislation to regularise the work of the assistant nurse ?

119, yes; 2, doubtful if legislation is possible; 1, no; 3, do not approve of the employment of assistant nurses.

2. If you approve of legislation do you advise —
   (*a*) an amendment of the Nurses' Registration (Scotland) Act, 1919 ?
   (*b*) a separate Act to deal with assistant nurses only ?

(*a*) *12*; (*b*) *100*; *9, not stated.*

3. Are you of the opinion that a new Act should be carried into effect by :—
   (*a*) The Department (or Ministry) of Health in the event of a Division of Nursing being established ?
   (*b*) The General Nursing Councils for England and Wales or for Scotland ?
   (*c*) The Local Authorities ?

(*a*) *6 (with the proviso that the executive power in the Division of Nursing is in the hands of fully trained nurses)*; (*b*) *99*; (*a*) *or* (*b*) *5*; (*a*), (*b*) *or* (*c*) *1*; *6 not stated.*

4. Do you approve that legislation should be introduced to ensure that no one shall nurse for gain unless he or she is on :—
   (*a*) The general part of the State Register;
   (*b*) one of the supplementary parts of the State Register; or on
   (*c*) the register for the assistant nurse ?

110, yes ; 6, no; 5, not stated.

5. To safeguard the State-registered nurse, would you approve a recommendation that :—
   (*a*) All State-registered nurses, except those employed in a hospital or institution where uniform is provided, or by Queen's nurses, wear State-registered indoor uniform while on duty ?
   (*b*) A distinctive uniform should be worn by assistant nurses, except when employed in a hospital or local authority institution where uniform is provided ?

(*a*) *and* (*b*) *111*; *9, no*; (*a*) *only, 2*; (*b*) *only 2*; (*a*) *always in hospital or in any other branch of nursing, 2*; (*b*) *always in hospital or in any other position, 3*; *not stated, 2.*

6. Would you approve a recommendation that nurses whose names are on one or more of the supplementary parts of the State Register should have a distinctive marking introduced on their uniform to differentiate between them and nurses on the general part of the Register ?

102, yes; *13, no*; *6, not stated.*

7. When more than one qualification is held each distinctive marking should be worn on the uniform ? Similar markings to be worn on the jacket or overcoat if out-door uniform is worn ?
   (At present no differentiation in uniform is made between a nurse on a supplementary part of the State Register and a nurse on the general part of the Register; she may also have her name on the General Register and on one or more of the supplementary registers without any indication of extra qualifications).

94, yes; *17, no*; *10, not stated.*

8. Do you feel that these steps regarding uniform regulations would educate the public and medical profession to recognize the qualifications of the nurses they employ ?

97, yes; *13, no*; *11, not stated.*

An Industrial Nurse at Work

IT is no simple matter to describe the work of the industrial nursing sister at a large London factory, for it embraces all the problems of the trained nurse, first aid specialist, the public health nurse in its widest aspect, and those of the social worker. At one such factory the present number of employees is between 2,000 and 2,500, and has been greater. This number includes a large proportion of British workers, a great many refugees from oppressed European countries, and a predominance of Maltese and Gibraltese, many of whom speak little or no English and are not yet acclimatised to conditions in this country. Their previous hygienic conditions varied greatly, which adds to the problem of looking after their health, since their attitude to health supervision is often one of fear and suspicion.

The Main Health Problems

The nursing staff consists of one trained sister, a member of the British Red Cross Society and another of the Order of St. John of Jerusalem. There is also a welfare worker who supervises canteen and shelter arrangements. In July 1940, when the industrial nurse was first appointed, the number of workers treated at the ambulance room was 1,692, excluding those suffering from attacks of fainting, fatigue, indigestion, toothache, sickness, earache, tonsillitis and similar troubles. By February 1941, the number treated was reduced to 655.

Patients come for dressings, first aid and medical treatment, and for advice, to the ambulance room on the first floor which is the hub of the industrial nursing wheel, and where the sister-in-charge has her headquarters. The main health problems are pediculosis capitis, sepsis and skin diseases. Pediculosis capitis exists seriously among the workers, sometimes in a form of extreme infestation, and exists particularly among the refugee section of the community. It requires much tact and persuasion to deal with this problem, as the attitude of the workers is generally one of indignation and unqualified denial of the condition.

Experience in this factory fully bears out the statement issued in a recent Ministry of Health memorandum on the incidence of lice :—" Progress has often been hampered by attempts to conceal or deny the existence of facts which may be regarded as detrimental to the individual." Advice follows :—" Where lousiness exists, the greatest service to the individual will be found in advising him or her how they can rid themselves of the trouble, and how they can avoid it in future." The unco-operative attitude is often overcome only by a refusal to continue the employment of such persons unless they submit to treatment.

Combating Sepsis

A second problem is sepsis, which is, perhaps, more difficult to combat because of the continuous day-time work performed in artificial light—there are no windows, though the rooms are air-conditioned and seem beautifully fresh. Sepsis has been reduced to 2½ per cent. from 15 per cent. which was the rate before the advent of the industrial nurse in this particular factory. The decrease in sepsis alone prevents much loss of production time to the employers besides being of great benefit to the general health of the employees. The preparation found most satisfactory for the treatment of sepsis is ichthyol 10 per cent. with glycerine in equal parts. A third problem to be tackled is the high incidence of skin disease among the workers.

Compensation cases have been reduced; the figure for February 1941 was 3 per 2,000 or 2,500 employees, one of which was due to sepsis. In February 1940, there were 18 compensation cases, but the number of employees was larger, between 3,000 and 4,000. These figures speak for themselves of the advantage to the employers of employing a trained nurse in charge of the health of the workers.

There was a high percentage of accidents last July when employees worked a 76¾ hour week for half the month, and a 68¾ hour week for the remainder : for the second half they did not work on Sundays. There were six compensation cases. The working week was reduced in August to 48 hours and the number of accidents decreased considerably : there were five instances of compensation being paid by the firm. The workers have an interval of one hour for lunch, and two quarter-hour breaks during the day.

Reporting Accidents

Another factor contributing to loss of working time, and sometimes leading to the payment of compensation, is failure on the part of the worker to report injury at the time of accident. Workers are encouraged to report even seemingly trivial injuries so that steps may be taken to prevent serious consequences developing. This, however, they are often reluctant to do, and prefer to be treated by a fellow worker from one of the first-aid boxes which are installed in all departments of the factory. An untrained person cannot decide which comparatively slight injuries may lead to serious consequences unless skilled treatment is given at the beginning; unskilled treatment has lead to results that involve the firm in compensation payments and the worker in much discomfort and inconvenience that might possibly have been avoided.

The incidence of sepsis fluctuates considerably. The rate for November 1940 doubled that of the preceding month, and was thought to be due to the employment of Gibraltar refugees whose minor injuries are liable to become septic in less than 12 hours. Prompt and efficient treatment is the only way in which sepsis, particularly in this section of the community, can be kept down. Of the 14 compensation cases for this month, six were due to sepsis. In December there were fewer casualties and less sepsis.

Generally, an increase of staff is accompanied by an increase of sepsis. Though the number of workers employed remains fairly stable, its composition does not, and many workers may come and go within a short time with no check on their medical condition. An ideal, not yet reached, is that every worker should be medically examined before she or he is accepted for employment. The difficulty of making an examination at this obviously most suitable time is that as many as 60 new workers, all needed for immediate work, might be employed at the same time, so that under present conditions it is impossible to examine them before they enter the work rooms. When this is possible it should help to reduce the spread of diseases, such as tuberculosis, among the population, and be a big step forward in public health nursing.

Until about eight weeks ago there was no medical officer in attendance at the factory, except the doctor appointed as required by the Factory Act to examine young people under 16 years of age. Now a doctor engaged by the firm attends three times weekly to make a routine examination of new employees and to see any whom the sister-in-charge considers in need of medical attention. Each employee has a health record card which is filed in the ambulance room, and sent with any employee requiring hospital treatment to a near-by hospital. The employee brings the card back to the firm on return from hospital.

The Return to Work

Workers are given every encouragement to report to the sister-in-charge when they return to work after an illness or operation, so that they may be given suitable work and their general health supervised. One worker returned to work 14 days after an appendicectomy, did not tell anyone of her operation and developed an incisional hernia through being given heavy work she would not have been allowed to do had she been under the care of the nursing staff.

Emergencies are dealt with at all times, and the ambulance room is a constant scene of activity : for instance a worker may have run a sewing machine needle through her finger and be rushed in by a fellow worker with the needle still

there. If it has not gone through the bone, the sister takes it out with a pair of forceps with such speed and efficiency that the patient has no time to dread the thought of its removal. If the needle has gone through the bone the patient may have to be taken to hospital to have it removed. Should there be any possibility of the point of the needle remaining in the finger, the patient is sent to the hospital for an X-ray.

The surgery time-table is simple and elastic. It opens at 8 a.m. when work begins: at 9 a.m., patients who are being referred to hospital come for their health record cards; dressings are done from 10 a.m. to 12 noon. No attempt is made during these two hours to make appointments for dressings and the workers come during these hours when they can most conveniently leave their work.

There is a possibility that at some future time a chiropodist and a dentist may be appointed for the benefit of the workers, many of whom suffer from foot and dental troubles.

Long Wait for Benefit

Among the sociological problems in industry to-day is that of the previously uninsured workers, often married women, who are in industry for the first time and can claim no sickness benefits at all when they are ill until 26 weeks after entering insurable employment. Even then they can only receive 7s. 6d. a week, and no more until they have been employed for two years. So far nothing has been done to alleviate distress from this cause.

The sister-in-charge has introduced a Hospital Saving Association group, and the Home Nursing Scheme. The latter for ½d. a week, covers the worker and dependents for free nursing care in their own homes by skilled district nurses, in cases of general illness, surgical conditions and accidents. To deduct these contributions from the wages is too complicated, so a senior employee, who has been in the firm for many years, collects the worker's contributions personally. At present their attitude to these schemes is sometimes one of doubt as to their value, but doubtless time and necessity will prove the advantages to be derived in times of sickness from participation in them.

An outbreak of diphtheria occurred during the winter and the sister-in-charge was instrumental in tracing nine carriers, all of whom worked in the room where the outbreak occurred. By degrees all workers will have had their throats swabbed, and among those already done a few more carriers have been found.

First Aid Post and Sick Bays

In addition to the ambulance room, there is a first-aid post on the ground floor in charge of a member of the British Red Cross Society, who is under the supervision of the trained nurse. There are two sick bays in the basement, one for men and one for women, each with five beds. Patients suffering from influenza, bronchitis and similar illnesses are nursed here in air-conditioned atmosphere, beyond the penetration of noise. These sick bays are cheerful, light and attractive.

The vast basement serves well as an air raid shelter for workers by day and by night. It has a spacious first-aid station which includes a surgery, a large room for shock cases, and one room filled with metal lockers which contain every variety of dressings in large quantities.

Probably a room will also be set aside to be used for miscarriages only, which is considered necessary owing to the large number of married women employed.

The decontamination unit is near the first-aid post and contains the usual sections for disposal of contaminated clothing and treatment, shower baths, wash basins and a row of douche cans each with a length of rubber tubing to which a nozzle is attached for irrigating eyes. The obvious advantage of this method is that a number of casualties can be treated quickly, though if the irrigating lotion is used at too great a pressure it might be dangerous.

The basement also provides sleeping quarters for employees. The old "Oyster Bar" has become the married quarters and cubicles with solid walls, the doors fitted with locks, are built around the room. Each cubicle contains two bunks and some shelves. The firm has provided the furniture, mattresses, pillows and, in some cases, blankets. The workers bring their own linen and are responsible for laundering it; they mostly provide their own blankets. If only one of a couple is an employee it makes no difference to their being entitled to a cubicle. They take great pride in their quarters. They bring attractive bed covers and put curtains over the shelves which gives their temporary home a neat and gay appearance. For these sanctuaries workers contribute 1s. a week to the Spitfire Fund. Other cubicles are provided for single women and the single men sleep in dormitories. The firm provides mattresses for all. The sister-in-charge has a furnished room in the basement, with a night telephone, and is on call from 10 p.m. When she is off duty, her place is taken by the Red Cross or by the St. John nurse.

There are facilities for doing simple cooking available to the workers, and a cafeteria on each floor. The basement cafeterias provide a cooked mid-day meal, tea, and supper at 7.30 p.m. These are typical menus, and the charges are moderate:—roast beef, Yorkshire pudding, cabbage and boiled potatoes, 9½d., sago pudding 2½d., fried fish and chips, 9½d., steamed college pudding 2½d. The complete meal costs 1s.

Recreation is not neglected. There are lunch-time and evening concerts, often given by well-known musicians, for which employees pay a few pence. Lectures, entertainments, dances and whist drives help to prevent boredom and provide a little exercise.

Air Raid Patrols

During air raids, 12 women, trained by the Red Cross and St. John Ambulance Brigade, patrol the shelters equipped with first aid haversacks. They may do minor dressings and have authority to call out the stretcher squad.

The accomplishment of so much in so short a time, and the realisation of so much more that could be done to perfect the health organisation of a community like this, gives convincing proof that the introduction of nursing into industry has a rosy and useful future and will help immeasurably in creating a fine standard of health and fitness throughout the country. H.D.

A first-aid cabinet at one big works. The upright cabinet holds blankets and so forth, and the smaller, which slides into place inside the bigger, contains bandages, dressings and similar equipment

Above: *Miss M. Andrews, S.R.N. sister-in-charge of industrial nursing at a London factory, is talking to her assistant nurse*

Below: *the A.R.P. casualty station underground*

Industrial nursing in factories and business houses is still a new branch of the nursing profession. Many people see the industrial nurse merely as an attendant at a first aid or ambulance post binding up cut fingers and administering sal volatile. But her work has a far wider scope than that, with effects that are more lasting. The industrial nurse should be responsible for health teaching among employees in the factory. The industrial manager will value her work in this direction if he sees her

Inside the Factory

Some Aspects of the Work of an Industrial Nurse

Below left: *the sister and nurse attending to patients in the surgery which is open each day from 8 a.m.*

Below right: *the sick bay where sick employees—many of whom live on the premises in these days of difficult travel and danger—can be cared for under the direction of the industrial nurse*

Right: *women employees at work on the machines which may cause incidents that mean the employee visiting the industrial nurse*

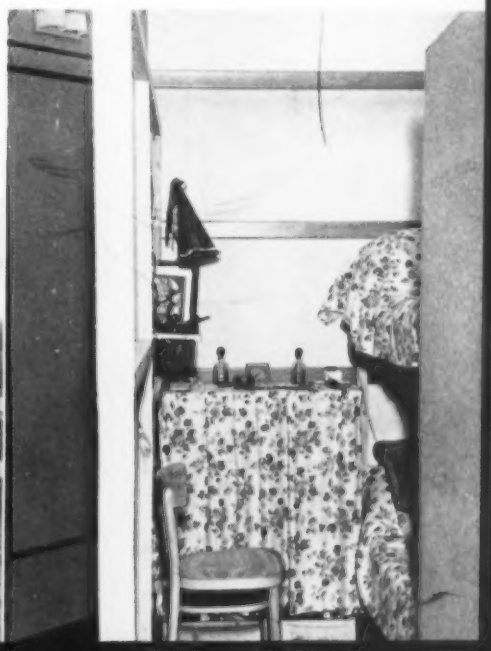
Above: *an employee being examined by the medical officer in the rest room adjoining the surgery*

Below: *some of the employees in their canteen at meal-time*

"selling health" to his work people. The industrial nurse should do much of her work by teaching; she can be the pivot of health teaching in the factory for she knows that the more she can do on the educational and preventive side the less there will be for her to do curatively. Our pictures, taken in a London factory where Miss M. Andrews, S.R.N. is the sister-in-charge of industrial nursing, give some idea of the many-sided aspects of her work.

Below left: *one of the air raid shelters, which is ordinarily used as a recreation room having a stage and facilities for various games*

Below right: *a view into one of the cubicles of the married couples. They are fitted with comfortable bunks and have been attractively decorated by their occupants. There is also accommodation for the unmarried men and women*



An Industrial Nurse Plans a Uniform

This pen and ink sketch outlines our suggestions for a suitable, smart and distinctive uniform for the industrial nurse. The tailored dress, over which an apron is worn only in the surgery, has 'action' back, plenty of room round hips, sleeves to roll up and sensible pockets

ATTRACTIVENESS of uniform is supposed to be one of the considerations a woman weighs up when making a decision to join any of the war services. That is as it may be; it is psychologically certain that correct and suitable dressing for the part helps every man or woman in any role of work or play. The nurse, perhaps more than most people, finds that her uniform must be suitable for the particular work she is doing and it is not surprising that among the members of that new branch of the profession, industrial nursing, there are many who want to start a little 'industrial revolution' of their own on a question of considerable importance—that of a practical and appropriate uniform for the nurse in the factory or business house.

Why must a nurse in industry look just like a nurse straight out of a hospital? Surely the nurse, while clearly indicating by her uniform the profession she represents and the reason for her being there at all, should, nevertheless, tune in with the atmosphere of business which prevails.

At the present moment the industrial nurse has a wonderful opportunity to develop a uniform of her own. An entirely new branch of the profession, industrial nursing has, as yet, no tradition to wear down. So, dearly though the nurse may love the uniform of her training school, when she comes into industry and she is honest she will probably find a great deal of it impractical and unsuitable.

Supposing, for instance, that the industrial concern which employs her employs also several other nurses. By no chance could they all come from the same training school. The several nurses in their varied uniforms, seen all together against the background of the factory workroom, would present an ill-matched and motley appearance.

Here is another point to consider. The stiff and starchy appearance of the hospital-clad nurse often frightens many of the workers and prevents them going to her with their small aches and pains or telling her of a sleepless night because of some domestic worry.

Then, too, there are parts of the hospital uniform that are actually dangerous in a factory and cry aloud not to be worn in a workshop where machinery of all kinds is alive. Never, never should a nurse in industry wear a veil, strings or any cap with floating ends that might get caught in moving wheels, unprotected cogs or prominences of machinery. Voluminous skirts and long aprons, too, are a menace.

What sort of uniform is practical for the nurse in industry? How can she attire herself so that at work in the factory she looks like a nurse and is suitable, smart and distinctive in her uniform? Let us begin with the apron as we reconstruct a smart and practical uniform for her. We mentioned the long apron. But why need she wear an apron except when doing dressings or giving treatments in the surgery. She will save on laundry with an apronless uniform, and laundry is an item to be reckoned with in these days. For putting on in the surgery, the English hospital apron is practical. To get a touch of originality into our sketch we have drawn one of the American aprons.

The dress should be made of material that can be washed, and in cottons there is a wide choice in the shops—poplin, gingham, tricolaine, cruising linen. Very few silk materials can be bought now, though there still remains shantung, a little more expensive in the initial layout but economical in the long run, since it washes well and lasts.

We come now to the question of colour. There is no reason why the industrial nurse should not choose her own colours in planning her uniform. Maybe the surgery where she does most of her work has been only recently planned with a modern scheme of decoration with which she can marry the colour of her uniform. Maybe she even has a say in the decoration herself and can plan so that everything blends.

Supposing that the walls of the surgery are distempered in cream with brown mouldings and furnishings, what could be better than a uniform planned in tones of cream or beige and brown? Where several nurses are employed in one concern, colour shades could be used to impress on the minds of the workers the difference in rank in the nursing staff. If blue is the colour chosen, the dress of the superintendent-nurse might be of a dark butcher blue, her two seconds, both State-registered nurses, could be in a dark saxe blue, while the assistants would be in the same blue of a very much lighter shade—all three shades, of course, to tone in.

An 'Action' Back

The dress should be well-cut and tailored, the style adapted to type. There should be plenty of room at the back. We suggest an 'action' back with either a deep pleat in the centre back or two pleats, one over each shoulder. A back yoke piece, not too deep, keeps these pleats well in place.

Our suggestion for style is outlined in the sketch. The buttons down the centre front make it easy for washing and ironing. The two pleats graduating out-wards to the bottom (thus giving more width round the hem-line with pleats in place, the extra two or three inches being taken out of the pleats) give plenty of room around the lower part of the hips and prevent that creased and 'seated' appearance that the too-tight skirt soon gets. Buttons on the lower part of the sleeve allow it to be rolled up above the elbow when necessary for work! Zipp fasteners are a good alternative to buttons both on the sleeve and front. Machine stitched pockets on bodice and skirt provide the necessary places for scissors, pen and so on. Collars can be made detachable and in both white and colour can be bought in the new crisp 'trubenized' material that is very practical wear: they could be worn with a tie of contrasting colour. The cap in our sketch is the American nurse's hospital cap sold by most of our own uniform outfitters.

One of our inset sketches suggests a Henry Heath hat. This could be worn suitably and correctly by the industrial nurse when making outside contacts. Another inset outlines an elbow length cloak. This could be lined with flannel or woollen contrasting material (a chance to bring out the colour scheme here) and would be suitable to slip on when going from a room of one temperature to another colder one.

One final suggestion! Many accidents in factories are caused by falling, due to high heels. The nurse is the teacher on every aspect of good health and well-being. With regard to footwear, especially, the nurse should teach by example and see that she herself wears a neat, well-fitting tailored shoe with heels that are not too high for safety. O.B.

The Work of the Welfare Supervisor

By A. A. SAVILLE, S.R.N., S.C.M.

To use a popular term, the spot-light to-day is turned on industry and its many problems. Chief amongst these is the health and welfare of those working in factories. The output of the factory is of greatest importance and to maintain adequate output the employees must be kept healthy and happy both in their work and in their leisure. A welfare supervisor sees all female applicants for work, and allocates them to work where they will be happy, and in which they will be able to maintain suitable output over a continuous period. So many women take up factory work to-day who have never been so employed, and to them she pays special attention. Often, the only way to place them suitably is to ask them their hobbies or get some idea of their outlook on life. I generally find this makes the applicant feel that she is of sufficient importance and that the work is specialised. After engagement, the welfare supervisor keeps in touch with them and tries to give them confidence in the new work. To maintain output the employee must be happy and comfortable, and in my daily visits to the factory I see that employees are made so. One girl came to me recently saying she could not continue to work in a factory as she had such headaches. As usual I investigated her working conditions and found that this girl, who was well above average height, was standing working a press machine meant for a shorter woman, and which was just as easily worked if the employee sat. She had also been taking her work off the floor, which meant more stooping. I was able to arrange a seat for her, and for her work to be placed on a table the height of her arm and so prevent her stooping. After this her headaches disappeared and she was able to work in comfort, the process being performed more quickly and simply.

The Ministry of Labour and National Service stresses the point of such items as medical, nursing, welfare and canteen services, and the welfare supervisor must see that food is of the right type and that service is maintained when the factory is on production, a duty often not easy to perform in times of rush work. The term 'welfare' covers everything not directly concerned with production, and includes all cleaning of factory premises and offices, and also cloakroom accommodation. This continues at all times, and it will be seen that here the trained nurse with administrative ability can be of much use. The trained nurse in industry must be of a business-like turn of mind; she spends her time dealing with men in a business which is concerned mainly with methods concerning output, and she, in charge of her department, must show results as every other department does. In order to do this, reports are prepared for the management; much of the report is confidential and is made only to the head of the firm.

Work Hazards and Compensation

The nurse welfare supervisor should be conversant with all the different types of work in her particular factory, and know their hazards, in order to deal with accidents which occur, and which are eligible for compensation. She should have a knowledge of factory law. Dealing with cases which come under the Workman's Compensation Act, is another part of her work. Reports are sent to the local inspector of factories when a patient has lost three consecutive days' work and application is made for compensation, usually to an insurance company, accompanied by a diagnostic certificate from the patient's medical adviser giving details of the injury. This must be done at the earliest date, in order that the employee is not left without some money, for when his work stops, so do his wages. When there is doubt as to the injury being due to the employee's work a medical referee is appointed; this may be done by the insurance company in charge. The injured person is seen when he returns to work so that work suitable to his condition is given and the question of compensation does not arise again. It is very necessary that, while receiving compensation, the employee keeps in touch with the surgical department of the factory. Usually a note to the employee's medical adviser that, if he agrees, daily treatment will be carried out is useful, as it ensures adequate dressing and makes the employee realise that a personal effort is being made towards his recovery. It also keeps him work-minded.

The nurse welfare supervisor usually works in close collaboration with the foremen and charge-hands, asking their point of view in connection with placing employees who, owing to some slight disability, are not able to do the job allotted to them. Work suitable to their condition is then arranged. This often means that the employee is able to carry on until he is fit to do his own job, and that he does not lose any time away from work. Much production is lost through having to replace employees over a period, and the nurse who can get round this is a great asset.

Investigating Intermittent Absences

Perhaps one of the greatest bugbears in industry is that of absenteeism and, as I have shown, it can be avoided in some measure by tactful management. There may, however, be personal reasons for intermittent absence, which daily records will show, so it is advisable to see all employees when they return to work. The reason for absence may be incompatible work, illness, domestic trouble, or responsibilities such as the care of young children, and a solution to the problem may often be suggested by the nurse. I try not to engage women who have not made reasonable arrangements in this way before applying for work, or I endeavour to place them in work which will not be seriously affected should they absent themselves. Absentees should be visited, if possible, to see if they are getting the requisite nursing care if ill, and to see that they are visited by a district nurse.

The nurse welfare supervisor superintends daily dressings in the surgery and sees that re-dressings are done. This is a most important part of her work and by her good management and personality she can make her patients feel they are co-operating with her for their own benefit. In order to do this successfully she must be courteous and always prepared to see the employee's point of view. The question of recreation is her responsibility, and she must endeavour to lead the employees' ideas into paths which will keep them fit for their work of production. If there are facilities for talks on hygiene or health subjects, she may take advantage of them, bearing in mind that simple talks in simple language are best. If a number of youngsters are employed, she should be in a position to keep them together and to hold informal classes.

The nurse welfare supervisor often acts as a liaison officer; she must be prepared to hear both sides of any argument, and this she is often called upon to do. The management is often too busy to hear small matters, and the nurse can often straighten things out to please both sides. It is necessary for the nurse to take a keen interest in the work, in the workers and in their affairs, so that, should they need advice, they do not feel they are approaching a stranger.

Dermatitis is a great difficulty in modern production, and should be foreseen in some types of work. It is advisable to choose employees carefully for work where there are such hazards, and to impress on them the advantages of cleanliness. Never use the word "dermatitis" and educate the foremen to this end. A weekly examination of all workers gives them a feeling of confidence and enables the first symptoms to be treated and often controlled.

What is the sphere of the trained nurse in industry? Her scope is almost limitless as the foregoing shows; her qualifications as a trained nurse give her a toleration of human nature, tact and skill such as few professions give, and special teaching, such as the industrial course arranged by the Royal College of Nursing, will give her the necessary ability to cope with one of the most interesting positions.

What the College is Doing

Points of interest at the Council Meeting on April 17

THE Council meeting on April 17 was an exceptional one. Miss Florence Horsbrugh, C.B.E., Parliamentary Secretary to the Ministry of Health, asked permission to attend and discuss with the members the campaign she is about to undertake to interest the women, who must now register, in nursing. The members welcomed this opportunity to hear details about the scheme first hand, and to put forward their opinions concerning the difficulties which may arise.

Miss Horsbrugh Speaks

Miss Horsbrugh, who was accompanied by the Chief Nursing Officer, Miss K. C. Watt, C.B.E., R.R.C., thanked the Council for giving her the opportunity of coming, saying she felt that "we must keep before the country and the thinking girl what nursing means and the opportunities which lie before the State-registered nurse." Many girls did not know at all what nursing meant, what it could lead to or how to apply to become a nurse. They might be interested in nursing, but drifted into some other occupation because of the lack of this information. In her campaign she wanted to stress that the shortage was not due to fewer coming into the profession; more and more were taking up nursing and she was going to use the figures of entries for the State examinations to prove this all over the country.

Recruitment from Nursing Auxiliaries

The Ministry had realised the shortage before the war but also realised the need for *temporary 'nurses'* during the war period which the Civil Nursing Reserve supplied through the nursing auxiliary. Changes were now being made in the Reserve. Part-time immobile auxiliaries were doing very valuable work, especially in the first aid posts, but what they wanted now was full-time mobile auxiliaries for hospitals, and they might, in the future, be sent to hospitals outside the Emergency Medical Service, as well as those in the scheme. They would not be sent to mental hospitals, tuberculosis sanatoria or fever hospitals, unless they wished. Many auxiliaries found they liked the work so much that they decided to become student nurses. They were always plainly told that the time they served as auxiliaries should in no way be expected to shorten their period of training ('Thank you' from many members of the Council) and were given every facility to make the change. The figures were kept and showed that the reserve of auxiliaries had done valuable recruiting work for the profession.

Now the training of the auxiliary was to be changed. Two weeks' training in hospital was to take the place of the lecture courses, given one lecture a week, which delayed the entry of the auxiliary into her work, and made her feel she was not really needed. Now they would enter at once and be guaranteed a year's employment if suitable.

Nurse-Training in the Forefront

When registration began, girls interested in nursing would have entrance to the nursing profession as student nurses put in the forefront. They would be told plainly that although they could become nursing auxiliaries this could not count as training. Having decided to encourage girls to enter the nursing profession problems arose—they did not want to stop any recruiting for the profession which was already being done by the hospitals themselves or the Nursing Recruitment Centre, which she had visited and thought most useful; but if the Ministry was to get nursing put forward to women *when they registered* they felt that it was absolutely necessary to give regular figures with regard to salary, and figures which would not compare too badly with those of other competing employments. The actual figures of salaries paid to probationers varied from £15 to £35 a year in different hospitals up and down the country.

Choosing Her Training School

Some hospitals had waiting lists; others had not enough candidates, though they might be as good, but were not so well known. Certain schools will always have waiting lists. When a girl registers at a labour exchange she can say that she wants to train at a certain hospital. She can go to the hospital of her choice if it can take her. The Ministry felt, however, that if it meant waiting more than four or five months, pressure for work will be so great that she would have either to go to another hospital, or take up some other form of work till she could enter hospital.

The Procedure

If the girl had no desire to enter a special hospital to which she might already have applied, her name would be taken and sent to the Medical Officer of Health and her placing would be dealt with by the machinery of the E.M.S. She would be interviewed to see whether she was suitable for nursing by the Local Emergency Committee, on which there would be matrons of local hospitals (if this was not so already the position would be corrected). If the Committee thought her a suitable candidate she would then have the opportunity of entering a hospital.

Miss Dey: "At £40 a year?"

The Student Nurse's Salary

Miss Horsbrugh said she was leading up to that. "Hospitals will be suggested to her in the county or county borough. She will be interviewed by the matron of the hospital she selects but the individual matron can reject her if she does not consider her suitable for nursing. If she enters hospital to train in this way through the pool of would-be nurses recruited under the registration of women scheme, she must be paid £40 a year. The Government only lays down the salaries of the Civil Nursing Reserve and the student nurse. The Ministry has not power to direct the hospitals as to the salaries they pay to nurses. I do not want the salaries of student nurses to go up," she said.

Miss Hughes: "Will it not cause a great deal of unhappiness and unrest if there are nurses receiving different scales of salary in one hospital with the student nurse entering under the Ministry scheme possibly earning more than the second or third year student?"

Miss Horsbrugh replied that arrangements were already in hand between the Ministry and the hospital authorities on this question of the raising of salaries but it was a matter of hospital finance not of nursing. It was certain that if they were going to get girls in these days of financial strain they must pay them for the work they did! Unlike the teacher, the student nurse did, and must do, valuable work during her training.

Miss Smaill: "Could not the Ministry give a grant to the girl where necessary but not give a higher salary?"

Miss Horsbrugh did not feel this would have the desired effect of encouraging recruitment.

If there were more would-be nurses in the pool of one region than were needed in that locality, the regional nursing officer under the Ministry would say where nurses were needed in the region and they would be put in touch with a hospital needing candidates. The regional officers were already finding out how many were needed and how many the hospitals could train. Meanwhile the Ministry had, of course, no idea how many would come forward.

How Many are Needed?

Miss Dey: "We can do with any number."

Miss Horsbrugh: "I want to be sure that we can absorb all those who wish to nurse. In some occupations any number can be absorbed. In the nursing world there are no statistics available and we are now finding out how many can be trained."

The Long Term Policy

Turning to the long term policy of the Ministry, **Miss Horsbrugh** said that to improve the status of the nurse they were considering the setting up of committees if possible

now, to carry out the recommendations of the Athlone Committee to set up machinery for nurses similar to the Burnham machinery for teaching profession. This work could not be done in a hurry for nothing done in a hurry could be done really well. The Ministry did not want nothing to be done till the committee was able to produce a well thought-out scale. The salaries suggested by the Minister were an indication of something which might be done now.

Miss Charley :" Did the Ministry realise that the setting up of a Burnham scale for nurses would cut across the negotiating machinery for which the nursing profession had asked ? "

Miss Horsbrugh replied that the Government had accepted the Interim Report of the Inter-Departmental Committee recommending a scale similar to the Burnham scale for teachers and therefore this would be done.

A Good Case

Finally **Miss Horsbrugh** said that we had a good case for nursing to put before the girl who registered. First there was the absolute necessity of the work; no girl could say, " I don't know if it is much use." Secondly, there must be dislocation at the end of the war; it was always an appalling problem. In nursing there would be no dislocation. The girl who *trained* as a nurse would have work waiting for her when the war was over, and countless opportunities would be open to her, for the Ministry of Health had found that, whatever there was to be done, a State-registered nurse was wanted, and there were never enough of them. The Ministry and the profession had an opportunity to put nursing before women in a light they had never known before.

Miss Hillyers : " If a girl is unhappy, will she be able to go to another hospital ? "

Miss Horsbrugh : " Not under the scheme. If unsuitable she will go back to the labour exchange, but the matron will have the right to send her away if unsuitable."

Miss Hughes : " Will the medical man be able to select the nurse for any hospital under the scheme ? "

Miss Horsbrugh : " No. The matron will always be present at the interviewing committee and will interview the candidates privately at her own hospital."

Miss Horsbrugh thanked the Council for permitting her to come, before she withdrew, and Miss Coode replied saying how much members appreciated the opportunity for discussion.

The Division of Nursing

Before Miss Horbrugh's visit, the Secretary reported the developments concerning the Division of Nursing, since the last Council meeting, reading the statement made by **Mr. Ernest Brown** in the House on April 3 (see the *Nursing Times*, April 12, page 316), when he announced the new salary rates for the Civil Nursing Reserve and for the probationers recruited through the registration of women, and the appointment of Miss K. C. Watt, C.B.E., R.R.C., as Chief Nursing Officer of the Division of Nursing. Miss Goodall told the Council that Miss Coode, chairman, Miss Smith vice-chairman, Miss Taylor, chairman of the Sister Tutor Section, and Miss Charley, chairman of the Public Health Section, with Miss Goodall in attendance, had waited on the Minister the day before his statement was made to discuss the question of the recruitment of nurses as it would be affected by registration and the Division of Nursing at the Ministry of Health. She also reported that a large number of letters and telephone calls had already been received concerning the salary scale suggested by the Minister. Miss Dey suggested that a special committee should consider the revision of the College scale of salary. Miss Goodall said that a special meeting of the War Emergency Committee to discuss this revision was already being called.

The Council passed a vote of congratulation to Miss Katherine C. Watt on her appointment which they were able to express personally when she attended the meeting and took part in the discussion of Miss Horsbrugh's scheme for a recruitment campaign.

The Secretary reported that a letter had been sent to Mr. Bevin asking that a special appeal should be made for women to take up domestic work in hospitals as their contribution to national service, and that women doing such work should be considered in a reserved occupation.

Negotiating Machinery

A meeting of the Local Authorities Nursing Services Joint Committee, on which the College is represented, had taken place and the chief matters under consideration had been the relation of the assistant nurse to the Committee and the desirability of establishing negotiating machinery for the nursing profession rather than a Burnham scale of salaries. The Committee was to consider the revision of the nurses' salary.

The Annual Subscription

The Branches' Standing Committee sent forward to Council two applications for branch status from Buckinghamshire and these were accepted and also certain resolutions and opinions. The most important of these concerned the methods of payment of the annual subscription; a report of this matter was on the table and was referred to the War Emergency Committee. Another vital matter was the decision to support the affiliation of Associations of Nurses on the Supplementary Registers to the Royal College of Nursing.

A Balance in War-Time

Sir Comyns Berkley submitted the balance sheet which showed a balance of £143. This was due to the economies which had been effected and to the marvellous special donations from the members, which amounted to a total of £457 when the Balance Sheet was drawn up, and without which there would have been a deficit of £314. He forecast the outlook for 1941-2 and that a deficit of £1,204 might be expected under present circumstances from the rising costs of living and taxation.

Dr. Cates, who was present, explained that he had not stood for re-election to the Council because his present work made it quite impossible for him to attend. " An association of 20 years is not easily broken," he said, but he felt it was not fair to members to occupy a seat he could not usefully fill for the moment. He congratulated the College on another successful year under difficult conditions remarking, " An association such as the College, which can carry on with a loss during the very difficult circumstances of war-time, is doing well ; an association which has carried on, as you have done, with a balance in hand is absolutely wonderful. I wish you every success." Miss Coode thanked him for all he had done for the College.

The Education Committee reported that the Part-Time Teachers' Course had started on April 15, and that the next Industrial Nursing Course would start on April 23. The Council decided to appoint Miss L. K. B. Henderson, S.R.N., sister tutor's certificate, Battersea Polytechnic, Diploma in Nursing, London University, to follow Miss McEwan as Tutor in the Education Department.

The Education Department will hold an Industrial Week-End from May 2 to 5, and a Public Health Week-End at a later date. The Ellen Sarah Fountain grant will be re-advertised as the nurse to whom it was awarded has decided not to take the proposed course.

One hundred and twenty-one new members were enrolled and 382 new members of the Student Nurses' Association.

Date of next meeting : May 15.

THE NATIONAL LOAF

THE new national wheat-meal loaf is made of a standard flour of 85 per cent. extraction of the wheat berry; this percentage, according to the experts who advise the Ministry of Health, providing maximum digestibility and nutriment. Independent experts, however, believe that the other 15 per cent. contains the germ, with its vitamins and also the bran with its mineral salts and gluten, and an independent firm of millers now has ready to submit to the Ministry a comprehensive scheme for turning over the white flour plants in the country to the production of whole-wheat flour, *i.e.*, 100 per cent. extraction.

Duties and Responsibilities of the Industrial Nurse

THE position of the industrial nurse is comparatively new and therefore the following suggestions of the duties and responsibilities of the industrial nurse have been drawn up by a sub-committee of the Public Health Section of the Royal College of Nursing and approved by Council for the guidance of nurses who are entering factories. These duties must be interpreted according to the amount of medical supervision under which the nurse is working. It will be appreciated that where a full-time medical officer is employed many of these responsibilities will rightly be his.

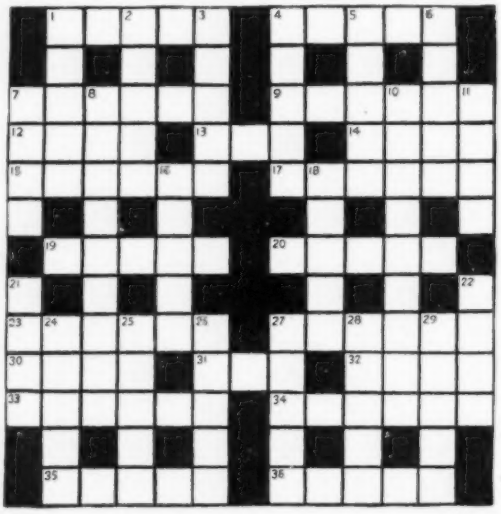
1. (*a*) To be responsible for the general efficiency of the ambulance room and of any other first aid arrangements in the factory, and
   (*b*) To assist as may be desired in the supplementary training of any first aid personnel.
2. To acquire knowledge of the nature and hazards of the processes in the various parts of the factory.
3. To undertake first aid treatment of injury or sickness in the factory and such subsequent treatment as may be ordered by the patient's medical attendant and which can be adequately carried out at the ambulance room.
4. To assist the medical officer or examining surgeon in the medical examination of :—
   1. Applicants and young persons.
   2. Employees returning after illness.
   3. Employees exposed to industrial disease.
   4. Other employees as the need arises.
5. To see all workers before they are sent home on account of injury or ill-health.
6. To see and advise all workers returning after absence due to sickness or injury.
7. To maintain contact with absentee sick or injured workers by home visiting and, when required, to notify the local district nursing association.
8. To deal confidentially with individual problems of personal hygiene referred to her.
9. To promote the education of the work-people collectively and individually in matters of general and personal hygiene.
10. To keep adequate and suitable records of all cases of injury or sickness receiving attention at the ambulance room or in other parts of the factory.
11. To keep suitable and confidential records of physical condition on engagement and subsequent medical history.
12. To receive daily from the appropriate department notification of absences due to sickness or injury.
13. To co-operate with the firm's statistical department in the compiling of sickness and accident statistics and to prepare them herself where no such department exists.
14. To co-operate with the labour manager or welfare department—
    (*a*) in the selection of applicants for employment from the point of view of health,
    (*b*) regarding pending dismissal for other than disciplinary reasons.
15. To co-operate with any existing welfare department and other executives in all matters relating to the health of the workers.
16. To make recommendations to the canteen management as to the possibility of obtaining for an employee any special diet medically advised.
17. To co-operate with the safety committee and to advise as to the use and care of protective clothing.
18. To advise as to the allocation of thrift or benevolent funds in relation to health matters.
19. To co-operate with outside health and other social services for the benefit of the workers.
20. To assist in her professional capacity in the A.R.P. services of the factory.
21. To present to the management at regular intervals a suitable report and summary of the work done.

Crossword Puzzle No. 478

Prizes will be awarded to the senders of the two correct solutions first opened on April 30; first prize, 10s. 6d.; second prize, a book.

SOLUTIONS must reach this office not later than the *first* post on Wednesday, April 30. Address your entry to "Crossword Puzzle No. 478," *Nursing Times*, Macmillan and Co., Ltd., St. Martin's Street, W.C.2. Write your name and address in *block capitals* in the space provided.

Do not enclose any other communication with your entry. The Editor cannot enter into correspondence concerning this competition and her decision is final and legally binding.



Clues Across

1. Clog, but use it not as a verb.
4. Put prawns in it.
7. Notorious among thieves.
9. Aryans of North India.
12. Censors do this a great deal these days.
13. Chilblain on this is painful.
14. Seam in a dress or part of a game.
15. Cameras' most vital parts.
17. Not as much as there might be
19. We intern him if an enemy.
20. A king's consort.
23. In a tooth nearly always painful.
27. Britain and Greece are
30. Empire post in Asia Minor.
31. Mischievous child.
32. Solitary.
33. Goes with spring to music.
34. Vital instruments of victory.
35. A feeling of fatigue ends colourfully.
36. Lanes in spring.

Clues Down

1. Beautiful and breakable ware.
2. Leave these out of your copy book.
3. These were baked by a 20 across.
4. Reward of best cricket.
5. An animal and a favoured toy.
6. Home of a famous statesman.
7. Kept fast or in a particular place.
8. Only a cat could last over so long a period (*two words*).
10. A salad and a weed.
11. An hordeolum.
16. Choose by vote.
18. Fate of this kind means misfortune.
21. Even an honourable one is an eyesore.
22. Famous days in March.
24. No longer a youngster.
25. Between.
26. The land will produce a good one this year, we hope.
27. To cause dismay.
28. Like the camel he has a hump.
29. The foe we are fighting.

Name _____

Address _____

_____

Solution to No. 477

Across.—7, Plasma. 8, Forces. 9, Hen. 10, Liner. 11, Tan. 14, Health. 15, Snails. 16, Atones. 19, Bleach. 21, Mat. 22, Heart. 23, Fit. 26, Opened. 27, Enrage.

Down.—1, Sleeve. 2, Use. 3, Lavish. 4, Offers. 5, Art. 6, Befall. 12, Slant. 13, Tames. 17, Tramps. 18, Steeds. 19, Barrel. 20, Cringe. 24, End. 25, Try.

Prize-Winners

As an extra week was allowed, because of possible postal delays at Easter, for the sending in of solutions to Puzzle No. 476, prize-winners for this and for Puzzle No. 477 will both be given next week.

Preventing complications in childbirth

Experience shows that pregnancy and labour are less likely to be complicated when the expectant mother increases her consumption of milk, fresh fruit, salad, vegetables and vitamin B-containing foods, supplemented by vitamins A and D.

In cases where, on account of the patient's likes or dislikes orthe increased cost of the recommended foods, such a protective diet presents difficulties, a complete dietary supplement is the best safeguard. A course of Pregnavite raises the intake of vitamins and minerals to the high level required in pregnancy, and renders several different supplements unnecessary.

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State Examination Questions (April) England and Wales

PRELIMINARY EXAMINATION, PART I

Anatomy and Physiology and Hygiene

(Candidates entering for both parts of the examination and candidates entering for Part I only must answer four questions, and not more than four. Questions 1, 3 and 5 are compulsory. Candidates re-entering for anatomy and physiology only, (i.e., those who have been previously credited with hygiene and nursing, must answer three questions, and not more than three. Questions 1 and 3 are compulsory and the third question must be taken from Section A or B. Time allowed, two hours.)

Section A—Anatomy

1. Give an account of the bony and muscular boundaries of the abdominal cavity, including the pelvis.

2. Give a brief account of: (*a*) the astragalus; (*b*) the vagus nerve; (*c*) the carotid artery; (*d*) the vermiform appendix.

Section B—Physiology

3. Give an account of the normal dietetic requirements of an adult.

4. Describe the different kinds of muscles, and discuss their mode of action.

Section C—Hygiene

5. What do you know of the disposal of sewage? Explain one method in detail.

6. (*a*) What is the composition of cow's milk? (*b*) In what way does cow's milk differ from human milk?

PRELIMINARY STATE EXAMINATION, PART II

Nursing and First Aid

(Question 1 is compulsory. Questions 2 and 3 are alternative. Two questions, and not more than two, must be answered. Time allowed, one hour.)

1. Why is it so important that a patient's mouth should be kept absolutely clean? What methods would you adopt to secure this cleanliness in a patient unable to help himself?

2. In bed-making what are the special points to be considered: (*a*) in regard to the patient's comfort; (*b*) in regard to the economy of equipment?

3. How would you deal with the following: (*a*) a deep cut on face caused by glass; (*b*) a perforated wound of chest?

Hygiene

(This question to be answered by candidates re-entering for hygiene and nursing under the old scheme, i.e., candidates who have previously been credited with anatomy and physiology. Time allowed, half-an-hour.)

What organic impurities may be present in water? What means may be taken (on a small scale) to make polluted water safe?

FINAL STATE EXAMINATION (GENERAL)

Medicine and Medical Nursing Treatment

(Question 1 is compulsory. Questions 2 and 3 are alternative. Two questions, and not more than two, must be answered. Time allowed, one hour.)

1. What are the symptoms of anterior poliomyelitis and how is it treated during the first week of illness?

2. What observations would you make of a case of persistent vomiting?

3. What symptoms may result from pernicious anaemia? How is the condition treated?

Surgery and Gynaecology and Surgical and Gynaecological Nursing Treatment

(Question 1 is compulsory. Questions 2 and 3 are alternative. Two questions, and not more than two, must be answered. Time allowed, one hour.)

1. Discuss the nursing treatment of a patient who has sustained a penetrating wound of the scalp and has become unconscious. What complications might arise?

2. Discuss in general the causes of intestinal colic. Describe the symptoms and state what observations you would make if the condition persists.

3. What is meant by haematuria and what are its common causes? Discuss the nursing treatment of a case in which any one of these causes has given rise to severe haematuria.

General Nursing

(Questions 1 and 2 are compulsory. Questions 3, 4 and 5 are alternative. Four questions and not more than four, must be answered. Time allowed, two hours.)

1. Describe the nursing of a patient suffering from acute rheumatic endocarditis.

2. Name some of the complications to be feared in the case of compound fractures contaminated by soil. What warning symptoms might herald the onset of such complications?

3. A patient is to have a mastoid operation. Describe in detail the local preparation necessary.

4. What would you do in the following emergencies pending the arrival of the doctor: (*a*) a case of carbon monoxide (coal gas) poisoning; (*b*) a person whose clothing has caught fire; (*c*) sunstroke?

5. What are the early signs of pulmonary tuberculosis? How would you nurse a patient suffering from this disease in a general ward, pending his transference to a sanatorium?

FINAL SUPPLEMENTARY FOR FEVER NURSES

Fevers

(Question 1 is compulsory. Questions 2 and 3 are alternative. Two questions, and not more than two, must be answered. Time allowed, one hour.)

1. Describe the onset and course of a severe case of measles. What are the most common complications of this disease?

2. If you observed a rash on a patient in a diphtheria ward, what steps would you take pending the arrival of the doctor? What are the possible causes of such a rash?

3. What is the cause of cerebro-spinal fever? Describe the onset and course of this disease.

Fever Nursing

(Question 1 is compulsory. Questions 2 and 3 are alternative. Two questions, and not more than two, must be answered. Time allowed, one hour.)

1. Describe how you would feed: (*a*) a child aged twelve months who is suffering from diarrhoea and vomiting; (*b*) an adult who is suffering from a moderately severe attack of enteric fever. Mention any indications which would suggest that the diet in each case was unsatisfactory.

2. How would you nurse a child suffering from acute nephritis in a scarlet fever ward?

3. Mention the abnormal varieties of breathing which may occur in the infectious diseases. State the significance of each and what you will do pending the arrival of the doctor.

Examination for the Roll of Queen's Nurses March 20, 1941

Questions 6 (a) and 6 (b) are alternative; only one should be answered.

(1) There is danger of water supply becoming contaminated. What steps are taken by the responsible authority to prevent this? What advice can you give in the homes of the people when the purity of the water is suspected?

(2) Give a brief outline of a morning visit to a case of acute phlebitis in a country cottage. What complications may arise and how may you help to guard against them?

(3) What observations would you make and what advice would you give to a mother where the following conditions are found among those you visit: (*a*) to a child of four years with a squint; (*b*) a child of seven complaining of a pain in her legs; (*c*) a baby of ten months whose teeth have not appeared; (*d*) a baby of three months suffering from constipation.

(4) State briefly what you know of *three* of the following: (*a*) the Ministry (or Board) of Health; (*b*) the Public Assistance Authority; (*c*) a Borough Council; (*d*) the Charity Organisation Society.

(5) What is meant by immunisation, incubation, maternal morbidity, maternal mortality, vital statistics?

(6) (*a*) What rules have you been taught to observe in the use of your district bag and of the care of the bag and its contents? *or* (*b*) Describe a medical inspection of school children. What are the duties of a school nurse before, during and after an inspection.

More scenes of the destruction to London hospitals wrought by German bombers. Left : *a damaged ward.* Centre : *Guy's nurses rescuing collecting boxes from the wreckage.* Right : *nurses in a damaged block*

News in Brief

Vitamins from California

LORD HORDER has received a gift of 10,000 vitamin units from the medical men of the San Francisco Bay area, California.

Croydon's Maternal Mortality

THE maternal mortality in the county borough of Croydon for 1939 was 0.16 per thousand live and still births.

Nine Babies Saved

NURSES saved nine babies, aged between a few months and two years, who were in one of four wards completely wrecked in a south-east London hospital. The hospital was one of the eight bombed on Wednesday, April 16.

Miss Pollard Retires

MISS A. A. I. POLLARD, M.B.E., who has represented the Midwives Institute on the Central Midwives Board for 20 years, has retired and the Institute has appointed Miss C. K. Knott in her place.

Prize Winners at Orsett

AT the nursing exhibition given by Lodge Hospital, Orsett, Essex, in connection with the Grays, Essex, War Weapons Week, four nurses won prizes: (1) Miss Deegan, *Nursing Times prize* for fractional test meal tray. (2) Miss West, *Nursing Mirror prize* for stomach lavage tray. (3) Miss O'Brien, *Mrs. Whitmore's prize* for simple enema tray. (4) Miss Bounds, *Mrs. Brooks' prize* for hypodermic injection tray.

Figures Roughly Halved

IN London, during 1939, there were 98 notifications of fevers of the enteric group, and six deaths. During 1938, there were 191 notifications and 12 deaths.

A New Uniform

STAFF and student nurses of the Oldham Municipal Hospital are to have a new design of uniform with short sleeves and Peter Pan collar which the nurses helped to choose.

Directors' Appreciation

MISS CLARISSA HOBBS, the supervisor of a first-aid depot at a works in a West Country town which was recently heavily attacked from the air, received an expression of appreciation from the directors of the works for her courage in attending the injured after she herself had been buried under debris for about three-quarters of an hour.

Queen's Nurses Appointed

The following appointments are among those made by the Queen's Institute of District Nursing—Miss Gertrude Reffell, to Scunthorpe as *superintendent*; Mrs. Millicent Dickinson, to Berkshire County Nursing Association, as *assistant superintendent*; Miss Nellie Hawkins, to Sunderland, as *second assistant superintendent*; Miss Greta Lafferty, to Bedford, as *senior nurse*; and Miss Rhoda A. Swarbrick, to Preston, as *senior nurse*.

From Scotland

Mental Nurses' Hours

BECAUSE of the difficulty in getting women nurses, Glasgow Corporation mental hospital nurses may have to work a 60-hour week instead of a 48 as at present.

Regionalisation Welcomed

THE Chairman of Glasgow Royal Infirmary welcomed regionalisation of hospital services when he spoke at the annual meeting recently, as a means of establishing a national health service.

Personal Hygiene in Schools ?

A PLEA for including a course of personal hygiene in school curricula was made by Dr. Robert Douglas when he presented his report for March on infectious diseases at a meeting of Moray and Nairn public health committee at Elgin recently.

Health Department Appointments

MR. JOHN L. JACK is to retire from the position of principal assistant secretary and deputy secretary of the Department of Health for Scotland. Mr. G. H. Henderson will succeed him as deputy secretary, and Mr. L. S. Murrie as (acting) principal assistant secretary.

Fife Anti-Diphtheria Campaign

THE medical staff of the Fife County Council hopes to complete its diphtheria immuni ation campaign by the end of May. The response made by parents is satisfactory, but it is hoped that a higher percentage of pre-school children will be presented as soon as possible.

Public Health Quarterly Meeting

The quarterly meeting of the Public Health Section was held on April 19, at the Children's Hospital, Ladywood Road, Birmingham. Notwithstanding travel difficulties and pressure of work, members of the Section and others came from near and far, showing by their presence and enthusiasm their live interest in professional matters. Miss Charley, chairman of the Section, reviewed the past quarter's work and administrative achievements. She urged members to call emergency meetings on the Section to discuss matters affecting professional interests and to voice opinions of current topics that are of vital concern to them in these days of rapidly moving events. Among the subjects Miss Charley suggested for discussion was what should be the place of the assistant nurse in public health nursing, and suggested that she should not come within the field of the health visitor at all. If legislation is made with regard to the assistant nurse, nursing homes and nursing co-operations should be registered at the same time. The position of the industrial nurse should be discussed, particularly with regard to factories where there is no doctor in attendance. All of these matters require much thought and careful handling. Miss Fox, secretary of the Public Health Section, stated that the policy of the Section is to talk to student nurses and nurses in hospital, explaining public health nursing as a career. She asked members to send reports of their difficulties to headquarters. Memoranda have been prepared by the Section for the Ministry of Labour concerning the professional aspect of the industrial nurse and the scope of her work; also district nursing in relation to the welfare of the munition worker. The speaker, Miss Marjorie Cohn secretary of the Family Endowments, Society, gave an instructive account of the aims of the Society, which, if carried into effect, should do much to improve the standard of living, particularly in working-class families. A full account will be published in a later issue of the *Nursing Times*.

Correspondence

NOTE : Address to the Editor, "Nursing Times," c.o. Macmillan and Co., Ltd., St. Martin's Street, London, W.C.2. We are not necessarily in agreement with the opinions of our correspondents.

Education Needed

I sincerely hope the error in her ideas has been pointed out to Doctor Summerskill. May I suggest, as it is an error shared by the great majority of the general public, that the General Nursing Council and the Royal College of Nursing should make use of the daily press to correct it.

We often see in our papers very well deserved praise for the work our hospitals do as united bodies, but does anyone ever give any serious information about the various stages of a nurse's training and the different responsibilities which rest upon her at each—in fact, her evolution from the raw to the finished product ? If this information could be given in a form to interest the general reader, would it not go some way towards correcting the misapprehensions regarding trained and assistant nurses, and also, by arousing general interest, help the recruitment of girls to the nursing profession ? This seems the time, when the Nursing Services, civil no less than military, are so much in the news, for the Royal College of Nursing to get into direct contact with the people we serve. How can we expect people to understand us and our aims, if we do not talk to them ?

IVY E. HAWKINS,
College Member 36345.

Matrons Consulted

I do not feel I can let the letter from the Matron of St. Chad's Hospital, Birmingham, pass without my comment. Far from it being the desire of the Ministry of Health to "herd all and sundry" into the Civil Nursing Reserve I have found that never once has the matron's opinion been disregarded, and candidates turned down by the matron are not taken on for first-aid work in this area.

The matrons of our hospitals have never had so much choice or opportunity for recruiting suitable candidates as probationers. These girls have taken up this work from choice, without being conscripted, and in Sussex I know of at least 24 who have joined, have taken up nursing seriously and entered as probationers in various provincial and London hospitals. I understand that a record of nursing auxiliaries is to be kept and suggest that whole-time nursing auxiliaries who are considered suitable by the matron should be approached by her and given the opportunity of taking lectures with the probationers. Until an auxiliary has done two years' training, she should be termed a nursing auxiliary, two years and over an assistant nurse, until such a time as she passes her State examinations. The term 'nursing auxiliary' is, and will always be, a symbol of the good work done by the nursing auxiliaries in the war.

V. O. G. L. OFFORD,
Hon Secretary, and Local Organiser, Hove and Portslade Branch, C.N.R.

[*This suggestion is absolutely contrary to Miss Horsbrugh's declared policy (see page 350). The matron should approach the auxiliary and ask her to become a student nurse pointing out that she will then benefit by the lectures and teaching given by the staffs of the hospital and obtain a professional training which will open to her a wide choice of interesting and well-paid careers after the war.*—ED.]

Facts Undisclosed ?

I have followed with much interest the correspondence about the nurse who had her name struck off the Register because 'being unmarried she gave birth to a child' On enquiring into the opinion of my many and varied acquaintances, I find they feel that unmarried motherhood *per se* should not prevent a nurse from being State-registered, since in itself it does not necessarily render her less efficient.

It has already been pointed out that the Council may be in possession of further facts which have led them to place this severe handicap upon one who already has a heavy burden to bear : if this were so it would have been in the interest of the good name of the profession that it should have been indicated.

FRANCES M. MCCORMICK,
S.R.N., S.C.M.

Need of Neutral Areas

As one transferring to a district on the outskirts of London, may I impress on other Queen's Nurses in London the need for them to leave their evacuated districts, where there is little work, and go to neutral or reception areas. I have been continuing in London since the *blitz* merely because my small association would not merge into the next and release its staff for more urgent work.

I am glad to know that the Government is increasing the salaries for trained nurses in the Civil Nursing Reserve, but I do not consider necessary the increase in salaries for probationer nurses ; £20 to £30 is quite sufficient to pay a student who is receiving a professional training. How can trained nurses expect improved rates (£90 a year plus superannuation is still inadequate for a professional woman), when hospitals bear heavier expenses through the probationers' increase?

QUEEN'S NURSE,
College Member 35400.

Name, Please

We have received a letter written by a nurse from Crewe. We make it a rule never to publish anonymous correspondence, since it may not be genuine, but the writer's name need only be divulged to us and will not be passed on to any individual or society.—ED.

PUBLIC HEALTH SECTION ADDRESSES

Eastern Area

Secretaries :—**Brighton** : Miss A. G. Mitchell, 16, High Street, Lewes. **Cambridge** : Miss L. Farr (acting), 31, Windsor Road, Cambridge. **London** : Miss M. M. West, 8, Harley Road, N.W.3. **Maidstone** : Miss C. J. Geeleher, St. Catherine's, Brompton Farm Lane, Friindsbury, Rochester. **Norfolk and Norwich** : Miss D. Marsters, Gayrwood, Cringleford, Norwich. **Worthing and S.W. Sussex** : Miss A. Day, North Meadow Cottage, Westergate, Aldinghourne, Sussex. **Watford** : Miss G. K. Marsden, 93, Bushey Mill Crescent, Watford.

Representatives :—**Guildford** : Miss G. Cook, 6a, York Road, Woking. **Hastings** : Miss H. Hobbis, Flat 4, Hillside, Exmouth Place, Hastings. **Reading** : Miss A. Silkstone, 29, Blenheim Road, Caversham, Reading.

Northern Area

Secretaries :—**Harrogate** : Miss C. M. Ramsay, 8, South Park Road, Harrogate. **Hull** : Miss R. Heweth, 1, Arlington Street, Hull. **Liverpool** : Miss R. King (acting), Carnegie Welfare Centre, Cambridge Street, Liverpool 7. **Manchester and E. Lancs.** : Miss A. M. Makin, Norton House, Egerton Road, Fallowfield, Manchester. **Northumberland and Durham** : Miss E. G. Attwood (acting), Eye Hospital, St. Mary's Place, Newcastle-on-Tyne. **Preston** : Miss D. Lafferty, 4, Park Mount, Revidge Road, Blackburn. **Scarborough** : Miss D. Fisher-Brown, Folkton Cottage, West Ayton, Yorks. **York and Ainsty** : Miss H. M. Smithson, Kincaird, The Avenue, Clifton, York.

Representatives :—**Birkenhead, Wallasey and Wirral** : Mrs. Hamilton, 9, Seafield Drive, Wallasey. **Bolton** : Miss I. Moister, 49, Bond Street, Leigh, Lancs. **Darlington** : Miss G. E. Holmes, Queen's Nurses' Home, Woodlands Road, Darlington. **Middlesbrough** : Miss D. M. Bird, 151, High Street, Marske-by-the-Sea, Redcar, Yorks. **Southport** : Miss M. Edwards, Sandylea, Bakers Lane, Southport. **Wakefield and District** : Miss E. M. Taylor, 45, Castle Road, Sandal, Wakefield. **Yorkshire at Leeds** : Miss E. E. Brazier, Mount Hotel, Clarendon Road, Leeds.

Midland Area.

Secretaries :—**Birmingham and Three Counties** : Miss M. Slack, 42, Manor Road, North, Edgbaston, Birmingham, 16. **Derby** : Miss E. M. Gardiner, Shiloh, Rosedale Avenue, Alvaston, Derby. **Leicester** : Miss F. Keynes, 296, London Road, Leicester. **Northampton** : Miss B. Dulborough, 6, Beech Avenue, Northampton. **Nottingham** : Miss S. M. Howard, Runess, Catterley Hill Road, Sneinton Hill, Nottingham. **Shrewsbury** : Miss Ward, Kinsale, Porthill Drive, Shrewsbury. **Wolverhampton and District** : Miss M. V. McKean, 122, Lea Road, Wolverhampton. **Worcester** : Miss D. Goodwin, The Nursing Institute, The Tything, Worcester. **N. Staffs** : Miss E. Callon, 35, Newcastle Road, Trent Vale, Stoke-on-Trent.

Representatives :—**Mansfield** : Miss S. Bailey, Llanrhos, Dalestorth Road, Skegby, near Mansfield. **Buxton** : Miss M. Scotson, 6, St. James Street, Buxton. **Coventry** : Miss L. Cureton, Health Offices, Coventry.

Scotland

Secretaries :—**Glasgow** : Miss M. P. Gibb, Queen's Nurses' Home, Whitecrook, Clydebank. **Edinburgh** : Miss C. M. Maitland, c.o., Gray, 98, East Claremont Street, Edinburgh.

Representatives :—**Aberdeen** : Miss I. G. Beattie, 515, King Street, Aberdeen. **Border Counties** Miss J. McIntosh, Public Health Department, County Offices, Duns, Berwickshire.

Ireland

Secretaries :—**Belfast** : Miss L. W. Barber, 32, Luxor Gardens, Bloomfield, Belfast.

Western Area

Secretaries :—**Bath and District** : Not yet re-pointed. **Bristol** : Miss I. Gook, 4, Eastfield Road, Redland, Bristol. **Neath** : Not yet re-appointed. **Southampton** : Miss L. E. Preston, 18, Market Buildings, Swaythling, Southampton. **Plymouth** : Miss D. M. Williams, T.T.N.A., 74, Durnford Street, Plymouth. **Gloucester and Cheltenham** : Miss I. Mansbridge, 21, Colin Road, Burnwood, Glos.

Representatives :—**Cardiff** : Miss W. G. Coombs, A.R.R.C., 26, Park Street, Bridgend, Glam. **Dorset** : Miss M. E. Keohane, Terre Haute, Bridport Road, Dorchester. **South and West Somerset** : Miss P. Butland, Galleons, Bower Corner, Bath Road, Bridgwater. **Swindon** : Miss E. M. Pilcher, 36, The Mall, Swindon. **Winchester** : Miss M. S. Smith, Nightingale House, Hatherley Road, Winchester.

Royal College of Nursing News

Membership forms may be obtained from the Secretary, Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1, or from local branch secretaries

Education Department

A special Industrial Nursing Week-End programme for general trained nurses is being arranged to start on May 2. The full programme was published in the *Nursing Times* on April 19, page 337. Further particulars may be obtained from the Director in the Education Department, the Royal College of Nursing.

Sister Tutor Section

Luncheon

A luncheon for Sister Tutor Section members will be held at 1 p.m. at the Cowdray Club on Saturday, May 3. The hostess will be Miss M. Houghton, vice-chairman of the Section, and Miss K. M. Westaway, M.A., D.Litt., headmistress of the High School, Bedford, will speak on "Pre-Nursing Courses." Tickets, 2s. each, should be obtained from Mrs. Stocken, secretary to the Sister Tutor Section. Owing to present day catering difficulties, early requests for the reservation of tickets will be much appreciated. Will Section members do their best to attend this luncheon and take this opportunity of hearing about pre-nursing courses from a headmistress who has shown interest in nursing as a career for many years and has already established one in her school.

Public Health Section

The next informal luncheon arranged by the Public Health Section will be at 1 p.m. on Saturday, May 3, in the Cowdray Club. As this is during the special industrial nursing week-end, those attending the lectures are cordially invited to the luncheon where there will be opportunities to meet others interested in various branches of Public Health work. The speaker will be Lt. Col. Letitia Fairfield, R.A.M.C., and her subject will be, "The Welfare of the A.T.S." Tickets are 2s. each and application should be made to the secretary, Public Health Section, Royal College of Nursing, 1a, Henrietta Place, W.1, before April 30. Where tickets are required to be sent out, please include 2½d. for postage.

BRIGHTON AND HOVE PUBLIC HEALTH SECTION.—A meeting will be held at 3 p.m. on Saturday, April 26, at the Sussex Maternity Hospital, 80, Buckingham Road, Brighton, by kind permission of Miss Hyslop, matron. Dr. Duncan Forbes, M.D., D.P.H., M.B.E., formerly medical officer of health for Brighton, will speak on "Food in War Time." It is hoped there will be a good attendance of members, and all health visitors in the area will be welcome, whether members or not.

Private Nurses' Section

Preliminary Notice

An open meeting of the Private Nurses' Section will be held at 3 p.m. on Friday, May 23, in the Cowdray Hall, Royal College of Nursing.

Branch Reports

Aberdeen Branch.—By the invitation of Miss Kaye, an informal reception was held at the Royal Infirmary, Aberdeen, on April 14, when the president, Dr. A. Greig Anderson, made presentations to Miss Frater, hon. treasurer for 19 years, and Miss Watt, hon. secretary for 14 years, on their retirement. Before making the presentations the president thanked these officers for their valuable work, and gave an interesting resumé of the history of the Aberdeen Medical School. Miss Frater received an oak tea waggon and Miss Watt a silver hot water jug. After tea the College members enjoyed country dancing.

Altrincham and District Branch.—The quarterly business meeting was held on April 5, at the County of Chester War Maternity Hospital, Southfield, Bowdon, by leave of the authorities and the kind invitation of the matron. Afterwards Miss Williams showed members over her beautiful hospital. Members then crossed the road to the home of their chairman, where a tea-party was held to celebrate the Silver Jubilee of the College. The afternoon was thoroughly enjoyed, and two new members were enrolled. A kind invitation to the home of Dr. Wilkinson (an assistant medical officer to the County Council) at Alderly Edge was gratefully accepted. Will members please keep free Saturday afternoon, May 10.

Bath and District Branch.—A general meeting was held at the Pump Room, Bath, on April 16. It was decided to hold a bring and buy sale during the summer to raise funds and also to show some films next month on matters interesting to nurses. Miss Shackles gave a spirited account of the Branches' Standing Committee meeting at Oxford, and Miss Adams spoke of the changes already coming into effect in the nursing world. Various matters were discussed and a resolution was drafted to be sent to headquarters asking that nurses holding the certificate of the Central Council for the Care of Cripples should be recognised as special nurses and, as such, should be eligible for a Supplementary Register; also that the position of nurses holding the certificate of the Tuberculosis Association should be defined when the position of the assistant nurse is under discussion. These resolutions were proposed respectively by Miss Horn, matron of the Bath and Wessex Orthopaedic Hospital, and by Miss Jelly, matron of the Winsley Sanatorium, near Bath.

Cambridge Branch.—Members spent a very interesting afternoon at the University Nutritional Laboratory on April 4. The director, Dr. Harris, had arranged for demonstrations in all departments of the laboratory, where tests are being made principally for vitamins. A refresher course for trained and assistant nurses of the Civil Nursing Reserve has been arranged at Addenbrooke's Hospital from May 5 to 9 and May 12 to 16 inclusive, from 3 p.m. to 6 p.m. daily. The charge for the course for those who are not members of the Reserve is 10s. 6d., for one session 1s. 6d., and for one lecture 1s. Tea is at the rate of 3d. per day. Will those wishing to attend please send their names to Miss Long, 10, Orchard Estate, Lynn Road, Ely, before April 30. Those who can only attend single lectures need not send their names in beforehand, and can pay at the door.

Hastings and District Branch.—A meeting was held at the Royal East Sussex Hospital on April 17, with Mrs. Bruce, president, presiding. Dr. P. Lazarus Barlow gave a most interesting and instructive talk and demonstration on "Blood Transfusion and the Treatment of Wound Shock." Tea followed. The next meeting will be at 3.15 p.m. on Thursday, May 15, at the Buchanan Hospital, when it is hoped Miss Fox, secretary to the Public Health Section of the College, will speak on "London's Life Underground." Members and friends are welcome.

Liverpool Branch.—A meeting will be held at 7 p.m. on Monday, May 5, at Liverpool Royal Infirmary. The lecturer will be Dr. Norman B. Capon, and his subject, "The Assessment of Health in Childhood." The annual service for nurses and their friends will be held at 3 p.m. on Sunday, May 19, at Liverpool Cathedral. Tickets may be obtained from Miss Jones, O.B.E., A.R.R.C., the Royal Infirmary, Liverpool, and Miss Clieve, the Royal Liverpool Children's Hospital, Myrtle Street, Liverpool.

Wolverhampton Branch.—Miss Chambers, hon. secretary of Wolverhampton branch, having been called up for military nursing duties, the hon. secretaryship has now been taken over by Mrs. L. Colyer, matron, Burton House and Sedgley Emergency Hospital, Dudley, Worcester

Worcestershire Branch.—Two hundred Worcestershire nurses recently attended a service of thanksgiving in Worcester Cathedral for the 25th anniversary of the foundation of the Royal College of Nursing. The Dean of Worcester, Dr. Arthur Davies, gave the address, and the Rev. A. P. Taylor, former chaplain at Worcester Infirmary and minor canon at the Cathedral, read the service. A lecture will be given at 3.30 p.m. on Saturday, April 26, at the Eye Hospital, Worcester, by Dr. St. Clare Roberts, on "Safety First." The matron invites members to tea.

The Yorkshire Branch at Leeds.—The branch has lost a valued member by the death of Mrs. Crossley. She was one of the oldest members of the College and was, at 78, a most active branch member. She was a Queen's Nurse and a member of the Leed's Trained Nurses' Institution. She died on March 18, after a short illness.

TO BRANCH SECRETARIES

Branch secretaries are reminded that notices for the current issue must reach this office by the **first post on the Monday before publication.** Names of people and places must be written in block capitals, and notices should be typewritten, or written legibly, on one side of the paper only. No charge is made for insertion; branch secretaries are asked, as far as possible, to make allowance for possible delays in postal services.

Coming Events

The Institute of Hospital Almoners.—The annual general meeting will be held at 5 p.m. on Friday, April 25, in the Caxton Hall, Victoria Street, S.W.1. The speakers will be the Countess of Limerick, president of the county of London branch of the British Red Cross, and Miss M. W. Edminson, almoner at the British Red Cross Clinic, Peto Place, N.W.1, who will speak on the development of an almoner's work from its inception until the present day.

Nation's Fund for Nurses

Nurses' Appeal Committee

We are so delighted at the increase in our total, this week, and among all the generous donations, we know that no donor will mind if we pick out the student nurses for special mention. The young people of today are showing their critics that they have all the qualities which matter most—courage, faith, unselfishness and thoughtfulness for others, and in this case, a helping hand for the old and lonely nurses whom they might so easily have forgotten. It is very comforting to the old to be remembered by the young. Thank you all so much for this help.

Donations for Week ending April 19

	£	s.	d.
Student Nurses' Association unit, Keighley and District Victoria Hospital (part of proceeds of a dance)	17	10	0
Staff of Halifax General Hospital ...	5	0	0
Members of the Llanelly branch of the College (offertory at the service on the occasion of the College Silver Jubilee)	5	0	0
Miss B. W. van Homrigh (Easter offering)		5	0
Miss J. Menzies	1	1	0
Miss A. M. Rivotta "In loving memory of Miss M. H. Townshend" ...		5	0
Mrs. Campbell "In memory of Miss M. H. Townshend"		3	6
College Member No. 30881		10	0
Miss I. Scott-Martin		5	0
Miss M. McLucas (an Easter donation)		3	0
A College member (in gratitude) ...		5	0
	£30	7	6
Total to date	£5,539	19	8

We are most grateful to Miss J. Menzies *for clothing*; to Miss I. Scott-Martin, Miss Menzies, and Mrs. Pigott *for tinfoil*; to Miss Scott Martin *for sweets*; and to Mrs. Pigott *for stamps*.

M. H. HENDERSON, SECRETARY, Nurses' Appeal Committee, *Nursing Times*, c.o. The Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1.

CLASSIFIED ADVERTISEMENTS CONTINUED FROM PAGE VII

ST. MARK'S HOSPITAL
(AFFILIATED TRAINING SCHOOL)
CITY ROAD, LONDON, E.C.1

STATE-REGISTERED **Staff Nurse** required. Salary £75 to £85 per annum. Uniform material provided. F.S.S. in force. Application forms may be obtained from the Matron. (651)

HOLLYMOOR EMERGENCY HOSPITAL, NORTHFIELD, BIRMINGHAM, 31

STAFF **Nurses** for Theatre work required. Salary £65, rising by £5 annually to £85, plus residential emoluments.

Apply Matron. (598)

HERTFORDSHIRE COUNTY COUNCIL
STAFF MIDWIVES

STAFF **Midwives** required for Emergency Maternity Homes in the County of Hertford. Salary according to qualifications and experience.

Applications, stating age, qualifications, previous experience, and giving three names for reference, to be sent to the Supervisor of Midwives, County Medical Office, County Hall, Hertford, Herts.

ELTON LONGMORE,
Clerk of the County Council.

April, 1941. (585)

QUEEN VICTORIA NURSING HOME, BATH ROAD, WOLVERHAMPTON

REQUIRED for increase of staff: **Staff Nurse** with previous experience of responsibility to deputise Sister on landing. S.R.N., S.C.M. Commencing salary £90.

Nurses also required for indoor and outdoor staff. Salary commencing £80. S.R.N. (C.M.B. an advantage). Uniform provided. F.S.S. in force.

Apply with full particulars to Matron.

(206)

COUNTY BOROUGH OF SOUTHPORT

WANTED **Staff Midwife,** S.C.M. for the Christiana Hartley Maternity Hospital, Curzon Road, Southport.

Salary £70 to £80 per annum, plus cost of living award.

Full holidays and uniform allowance.

Apply to the Matron sending copies of two recent testimonials, stating age and experience. (458)

ROYAL NORTHERN HOSPITAL, HOLLOWAY, N.7

STAFF **Nurses** required in the St. David's Wing for private patients. Salary £70 per annum, rising by £5 per annum to £80, with board, residence, uniform and laundry. Superannuation Scheme in force. Applications should be addressed to the Matron at the Hospital. (196)

BARNWOOD HOUSE REGISTERED MENTAL HOSPITAL, GLOUCESTER

REQUIRED: R.M.P.A. or State-registered **Nurses.** Salary £90 4s. and full board residence. Apply Matron. (582)

ROYAL HALIFAX INFIRMARY
280 BEDS

STAFF **Midwife** required. Salary £75—£80 with uniform. Federated Superannuation Scheme in force.

Apply with particulars of training to the Matron. (607)

SURREY COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT

APPLICATIONS are invited for the following appointments:—

In all the undermentioned cases, except non-resident appointments, emoluments consisting of full board, lodging, laundry, and uniform, together valued at £70 per annum for superannuation purposes, are additional to the salary stated.

MATERNITY STAFF NURSES at:—
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames
Epsom County Hospital, Dorking Road, Epsom
Redhill County Hospital, Earlswood Common, Redhill

Candidates must be State-registered Nurses and Stat Certificated Midwives. Commencing salary £85, rising by annual increments of £5 to £95 per annum.

STAFF NURSES (Resident) at:—
Warren Road Hospital, Guildford
Epsom County Hospital, Dorking Road, Epsom
Redhill County Hospital, Earlswood Common, Redhill
Dorking County Hospital, Horsham Road, Dorking
Surrey County Sanatorium, Milford

Candidates must be State-registered Nurses. Commencing salary £80 per annum, rising by annual increments of £5 to £90 per annum.

STAFF NURSES (Non-resident) at:—
Warren Road Hospital, Guildford
Cumberland House, Whitford Gardens, Mitcham
Epsom County Hospital, Dorking Road, Epsom

Candidates must be State-registered Nurses, single or widows, and may later be required to become resident. Commencing salary £146 per annum, rising by annual increments of £5 to £156 per annum, plus uniform valued at £4 per annum.

STAFF NURSES (Special Trained only) at:—
Surrey County Sanatorium, Milford (Fever Trained).

Candidates must be Fever or Tuberculosis trained. Commencing salary £70 per annum, rising by annual increments of £5 to £85 per annum.

Application forms and full particulars of these appointments may be obtained on application to the Matron of the Hospital or Sanatorium at which an appointment is desired.

DUDLEY AUKLAND,
Clerk of the Council.

County Hall,
Kingston-upon-Thames.
25th April, 1941. (695)

WILTSHIRE COUNTY COUNCIL

APPLICATIONS are invited for:—

SALISBURY AND WARMINSTER INSTITUTIONS

Charge Nurses. Salary £85—£5—£100 per annum (general training certificate required); £65—£5—£80 per annum (if experienced but not fully trained); with £5 uniform allowance and emoluments.

DEVIZES AND SALISBURY INSTITUTIONS

Assistant Nurses. Salary £45—£60 per annum, with £5 uniform allowance and emoluments.

CHIPPENHAM INSTITUTION

Assistant Nurses. Salary £55—£70 per annum, with £5 uniform allowance and emoluments.

A War Bonus of 6% is payable on the cash salary of the above appointments.

Application forms can be obtained by sending a stamped addressed envelope to the Public Assistance Officer, County Hall, Trowbridge.

P. A. SELBORNE STRINGER,
Clerk of the Council.

21st April, 1941. (723)

CITY OF LEICESTER
ISOLATION HOSPITAL AND SANATORIUM

GENERAL trained **Staff Nurses** required, for one years' training for the General Nursing Council's Examinations in Fevers. Salary £75 to £85 per annum, all found. Resident Sister Tutor.

Forms of applications may be obtained from the Matron, City Isolation Hospital, Groby Road, Leicester.

WILFRID CARR,
Secretary.

Health Department,
Grey Friars,
Leicester.
April, 1941. (487)

CHELSEA HOSPITAL FOR WOMEN, DOVEHOUSE STREET, S.W.3

VACANCY for **Staff Nurse.** Salary £70 per annum. Uniform provided. Superannuation Scheme in force. Apply Matron. (482)

WEST BROMICH AND DISTRICT GENERAL HOSPITAL (INC.)
(200 BEDS INCLUDING E.M.S.)

VOLUNTARY HOSPITAL

STAFF **Nurses** required—must be State-registered. Salary £80 p.a.—£90 p.a., with board, residence, laundry and uniform. Day and night duty. Superannuation. Interesting posts. Applications with testimonials to the Matron. (718)

WOODSIDE HOSPITAL, WOODSIDE AVENUE, MUSWELL HILL, LONDON, N.10
(UNDER E.M.S. SCHEME)
(FOR FUNCTIONAL NERVOUS DISORDERS OCCURRING AMONG H.M. FORCES AND OTHERS)

STAFF **Nurse** required. Full certificate, either General or R.M.P.A. essential. Exceptional opportunity to obtain good psychological experience in modern hospital amid pleasant surroundings. 52-hour week. Federated Superannuation Scheme in force. Salary £75 p.a. (subject to the general revision as announced) and uniform. Apply to the Matron. (680)

KEIGHLEY AND DISTRICT VICTORIA HOSPITAL
(YORKSHIRE, WEST RIDING)
(140 BEDS)

STAFF **Nurse** required to act as Night Sister's assistant. Must be S.R.N. and S.C.M. Salary £75—£5—£85. Federated Superannuation Scheme in force.

Apply with full particulars to the Matron. (521)

NATIONAL HOSPITAL, QUEEN SQUARE, LONDON, W.C.1

STAFF **Nurses** required. State-registered. Commencing salary £75 per annum with uniform material. Superannuation Scheme in force. Certificate granted after 1 year's service. Apply the Matron. (529)

INFECTIOUS DISEASES HOSPITAL, LITTLE BROMWICH, BIRMINGHAM 9
(750 BEDS)

GENERAL trained **Staff Nurses** required for 12 months Fever Training, salary £75—£95 plus War Bonus, together with usual residential allowances.

Lectures by resident medical staff and Sister Tutor. Superannuation Scheme in force.

Also **Nurses,** Fever Trained and State-registered. Salary £65 to £95 plus War Bonus.

Apply giving full particulars to Matron. (505)

CITY AND COUNTY OF BRISTOL
DEPARTMENT OF PUBLIC HEALTH

WANTED **Staff Nurses,** S.R.N., for Sanatorium. Salary £80—£5—£90 per annum, plus 7s. 6d. per month travelling allowance, and the usual residential emoluments. There is also a War Bonus of £3 6s. 8d. for persons 21 years of age and over.

Apply Matron, Ham Green Hospital and Sanatorium, Pill, Bristol.

21st April, 1941. (660)

SURREY COUNTY COUNCIL
BOTLEYS PARK COLONY, CHERTSEY, SURREY (INCLUDING ANNEXE—MURRAY HOUSE)

APPLICATIONS are invited for the following appointments at the Surrey County Council's Colony for Mental Defectives:—

Assistant Charge Nurses. Commencing salary 51s. rising, subject to satisfactory service, by five annual increments to 59s. per week. Candidates must hold the Final Certificate of the Royal Medico-Psychological Association or be State-registered.

Nurses. Commencing salary 40s., rising subject to satisfactory service, by five annual increments to 48s. per week.

Persons appointed will be charged 18s. 10d. per week for board and lodging, and uniform and laundry will be provided. Successful candidates will be required to pass a medical examination. The appointment will be subject to the Asylums and Certified Institutions (Officers' Pensions) Act, 1918, and to the Council's staffing regulations.

Apply to the Medical Superintendent enclosing stamped addressed envelope.

DUDLEY AUKLAND,
Clerk of the Council.

21st April, 1941. (645)

BIRMINGHAM MATERNITY HOSPITAL

STAFF **Nurse** required. Must be fully trained and hold the C.M.B. Certificate. Salary according to experience. Federated Superannuation Scheme in force. Facilities given for attending Course for Teachers of Midwifery. Apply with full particulars and names for references to Matron, Maternity Hospital, Loveday Street, Birmingham. (601)

SEVERALLS MENTAL HOSPITAL, COLCHESTER

STAFF **Nurses** required not over 35 years of age, experienced, with either R.M.P.A. or G.N.C. Mental Nursing Certificate.

Gross wages £137 16s. per annum to commence; deduction for board, attendance, lodging and washing at he rate of £1 3s. 4d. per week. Uniform free. Leave two days per week and two weeks on completion of every six months of service.

For form of application apply to the Medical Superintendent. (9)

BROMPTON HOSPITAL SANATORIUM, FRIMLEY, SURREY

NURSES required:—

(a) Fully trained. Commencing salary £75 per annum.

(b) Partially trained. Commencing salary £40 to £50 according to experience.

Federated Superannuation Scheme in force.

Apply Matron, Brompton Hospital, London, S.W.3. (405)

COUNTY BOROUGH OF BOLTON
HASLAM MATERNITY HOME

NURSE-MIDWIVES required (resident or non-resident). The resident salary will be £75 to £80 per annum plus War Bonus, with residential emoluments valued at £70 per annum. Non-resident salary will be £130 to £135 per annum, plus War Bonus, and emoluments valued at £15 per annum.

Applicants should be State-registered nurses with midwifery experience and hold the C.M.B. Certificate.

Successful candidates will be required to pass a medical examination and to contribute to the Superannuation Scheme established by the Council.

Applications, stating age, training and qualifications, together with copies of two references, to be sent to the Matron, Haslam Maternity Home, Chorley New Road, Bolton.

PHILIP S. RENNISON, Town Clerk.

Town Hall, Bolton.
18th April, 1941. (490)

THE URBAN DISTRICT COUNCIL OF CASTLEFORD
WAR MEMORIAL MATERNITY HOME
NIGHT STAFF NURSE (IN CHARGE) REQUIRED

NIGHT **Staff Nurse** (in charge) required at the Maternity Home, Barnes Road, Castleford. Must be general trained and C.M.B. Salary £65, rising to £95, and uniform. Apply with testimonials to Matron.

W. E. S. BARNES,
Clerk of the Council.

Town Hall,
Castleford.
26th April, 1941. (658)

CROYDON BOROUGH COUNCIL
PUBLIC HEALTH DEPARTMENT
MAYDAY HOSPITAL,
THORNTON HEATH, SURREY

VACANCIES exist for **Theatre Staff Nurses.** Salary £90 by £5 p.a. to £100. The posts are designated under the Local Government Superannuation Act, 1937.

Successful candidates will be required to pass a medical examination.

Probationer Nurses are required for training at the above hospital which is recognised by the General Nursing Council and is also a recognised Midwifery Training School. Candidates should be well educated and will be required to pass a medical examination.

Salary £30—£35—£40 p.a. with board residence and uniform valued at £80 p.a. 48 hour week is in operation.

For full particulars apply to the Matron. (408)

SELLY OAK HOSPITAL, BIRMINGHAM 29

STAFF **Nurses** required. State-registered nurses on the General Part of the Register, salary to commence £70 per annum, with C.M.B. Certificate, £75 per annum. Apply to the Matron for full particulars. (678)

VICTORIA HOSPITAL, LEWES

STAFF **Nurse** required for private wards. S.R.N.

£65—£70 according to experience.

Apply with full particulars to the Matron. (670)

BOLTON NURSING HOME, LTD., NEWLANDS, BOLTON
(32 BEDS)

STAFF **Nurses** required. S.R. Salary £70 plus 6 per cent. and uniform. F.S.S. in force.

Apply with particulars of training and testimonials to Matron. (659)

ROYAL HOSPITAL SCHOOL
HOLBROOK, SUFFOLK

REQUIRED immediately two **Staff Nurses** for Infirmary, 57 beds. Theatre and Aural experience. Fever State-registered. £70 by £5 to £80 plus board allowance during holidays. Superannuation Scheme in force. Applications stating age, training Schools and subsequent experience to be sent at once to Matron, who will send necessary form (25)

OLDHAM ROYAL INFIRMARY, OLDHAM
(186 BEDS)

STAFF **Nurses** wanted. Candidates must be State-registered nurses. Salary commencing at the rate of £75 per annum. Uniform is provided. Federated Superannuation Scheme is in force. Apply giving particulars of training and matron's name for reference to the Lady Superintendent of Nurses. (380)

BURNLEY MUNICIPAL GENERAL HOSPITAL—CASTERTON AVENUE

WANTED—**Staff Nurse** for Medical and Surgical Wards. Applicants must be State-registered Nurses and have the C.M.B. certificate. Salary £86 by £5 to £96.

Apply as early as possible to the Matron. (719)

KENT COUNTY COUNCIL
Public Assistance Department Orpington Institution, Orpington, Kent
Training of Uncertificated Nurses

THE County Council invites applications from persons desirous of training as **Assistant Nurses** at the Orpington Institution.

Previous nursing experience not essential and successful candidates will undergo two years' training in chronic nursing.

Salary £30 a year first year; £35 second year together with the usual residential emoluments

Candidates passing examination successfully at the end of two years will be eligible appointment in the County Service as Assistant Nurses at salaries of £55 a year, rising by £5 a year to £65 a year.

Full particulars and forms of application can be obtained from the **Matron, Orpington Institution, Orpington Kent,** to be returned to her as soon as possible.

W. L. PLATTS,
Clerk of the County Council

County Hall,
Maidstone. (22)

LOUTH AND DISTRICT HOSPITAL
(59 BEDS)

TWO **Staff Nurses** required. Salary commencing £70. Uniform material provided. F.S.S.N.

Apply with full particulars to Matron, Louth and District Hospital, Crowtree Lane, Louth, Lincs. (709)

THE ROYAL CANCER HOSPITAL (FREE), FULHAM ROAD, LONDON, S.W.3

STATE-REGISTERED **Nurses** required. Salary £80 rising to £90 per annum. Federated Superannuation Scheme in force.

Apply the Matron. (700)

ELIZABETH GARRETT ANDERSON HOSPITAL, 144, EUSTON ROAD, N.W.1

STAFF **Nurses** required for increase of staff. Salary £75 per annum rising. Federated Superannuation Scheme in force. Apply Matron. (707)

WARWICKSHIRE COUNTY COUNCIL
PUBLIC ASSISTANCE COMMITTEE
Staff Nurses

APPLICATIONS are invited for the appointment of **Staff Nurses** at the Warwick Hospital (Affiliated Training School).

The salary will be at the rate of £75—£80 per annum according to experience, together with the usual residential allowances and indoor uniform.

The appointments will be subject to the provisions of the Local Government Superannuation Act, 1932.

Application to be made to the Hospital Matron, Warwick Hospital, Lakin Road, Warwick.

L. EDGAR STEPHENS,
Clerk of the Council.

Shire Hall,
Warwick.
9th April, 1941. (500)

ELLESMERE PORT AND DISTRICT HOSPITAL

STAFF **Nurse** required, S.R.N., fully trained. Salary £70 plus 10 per cent. (£77). Application giving full particulars to Matron. (491)

ROYAL HOSPITAL, RICHMOND, SURREY

APPLICATIONS invited for the position of Theatre **Staff Nurse.** Must be a State-registered Nurse. Federated Superannuation Scheme in force. Matron's reference essential. Apply to the Matron. (65)

TRAINED **Nurses** wishing to gain additional experience, with Certificate, are invited to write to the Matron,
BROMPTON HOSPITAL,
Fulham Road, S.W.3, for particulars of one year's training in the medical and surgical treatment of Pulmonary Tuberculosis and other chest diseases.

Salary £80 (£75 if not S.R.N.). Federated Superannuation Scheme in force. (44)

THE WILLESDEN GENERAL HOSPITAL, HARLESDEN ROAD, N.W.10

STAFF **Nurses** required urgently.

Salary £65 per annum, plus war bonus.

Apply Matron. (51)

CORPORATION OF BIRMINGHAM
ROMSLEY HILL SANATORIUM,
NEAR HALESOWEN
(120 BEDS)

PARTIALLY trained **Staff Nurses** required. Salary £65—£75 p.a. according to experience, plus War Bonus and 1s. 6d. per week for travelling allowance. Day off weekly. Apply to Matron. (168)

CORPORATION OF BIRMINGHAM
CITY SANATORIUM,
YARDLEY GREEN ROAD
(336 BEDS)

GENERAL and partially trained **Staff Nurse** required.

Salary £75—£95 and £65—£85, plus War Bonus, according to experience, with uniform.

Apply fully to Matron. (657)

MACCLESFIELD GENERAL INFIRMARY

WANTED. **Staff Nurses,** S.R.N., for Medical and Surgical Wards. Salary £60—£65 with uniform, usual emoluments. F.S.S., N.H.O. in force.

Apply with names for reference to Matron. (84)

WARNEFORD GENERAL HOSPITAL, LEAMINGTON SPA

WANTED, **Staff Nurse** for district midwifery. Must be State-registered and S.C.M.. Salary according to experience. Apply with names for reference to Matron. (190)

LANCASHIRE COUNTY COUNCIL
ELSWICK SANATORIUM

STAFF **Nurse** required, General trained. Salary £73 19s. rising to £83 10s., plus £8 uniform allowance. Superannuation Scheme in force.

Apply to Matron, Elswick Sanatorium, near Preston, Lancs. (68)

ROYAL FREE HOSPITAL GRAYS INN ROAD, LONDON, W.C.1

TWO **Staff Nurses** required, S.R.N., S.C.M., for general work but available for emergency midwifery. Salary £75 or according to experience. Apply with full particulars to Matron. (47)

BEDFORD COUNTY HOSPITAL

STAFF **Nurses** required for Maternity Department, must be S.R.N. and S.C.M. Salary commencing £80 per annum. F.S.S. in force.

Apply Matron. (43)

THE WILLESDEN GENERAL HOSPITAL, HARLESDEN ROAD, N.W.10.

THEATRE **Staff Nurse** required. Salary £65 per annum, plus war bonus.

Apply Matron (64)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
ST. GEORGE'S INFIRMARY

ASSISTANT **Nurses,** resident and non-resident, required for the above Infirmary. Previous experience essential. Uniform provided. Present salary scale of the Corporation:—

Resident: £45—£65 per annum (plus cost of living bonus), according to experience, together with usual residential emoluments.

Non-resident: 37s. 6d. per week, plus cost of living bonus, and meals when on duty.

Apply personally or in writing to the Matron, St. George's Infirmary, Wood Lane, Rothwell, Leeds. References essential. (629)

ROYAL EYE HOSPITAL, SOUTHWARK, S.E.1

ASSISTANT **Nurse** required with ophthalmic training. Salary £65 per annum. Uniform provided.

Apply Matron. (716)

WESTERN OPHTHALMIC HOSPITAL, MARYLEBONE ROAD, N.W.1

ASSISTANT **Nurse** required. Ophthalmic experience desirable. Salary £50 per annum.

Application with full particulars to the Matron. (702)

ESSEX COUNTY COUNCIL
PUBLIC ASSISTANCE DEPARTMENT

APPLICATIONS are invited from girls aged 18 years and over who wish to undergo a two years' course of training at Epping and Orsett Institutions to qualify for appointment on the Council's staff as **Assistant Nurses** for the chronic sick. Trainees will be paid £50 for the first year of training and £55 for the second year, together with full board, lodging and uniform, and thereafter will be required to remain in the Council's service for at least one year with the status of an assistant nurse at a salary of £60—£7 10s.—£75 per annum, plus emoluments valued at £70 per annum and admission to the Pension Scheme. Holidays will be granted at the rate of a fortnight for each six months' service.

The course is intended for girls desiring to undertake the nursing of the chronic sick as distinct from training in a general hospital. Applications and enquiries should be addressed to the Public Assistance Officer, Waterloo Lane, Chelmsford.

J. E. LIGHTBURN,
Clerk of the County Council.

County Hall,
Chelmsford. (647)

DONCASTER ROYAL INFIRMARY
185 BEDS—200 EMERGENCY BEDS
TRAINING SCHOOL FOR NURSES

PROBATIONERS required for four years training. Age 18-30 years.

Good standard of education required. 48 hour week. Salary £40, £45, £50, £55 p.a. A shortened period of training is given to State-registered fever and children's trained nurses.

Apply to Matron. (605)

HOLLOWAY SANATORIUM, VIRGINIA WATER, SURREY

ASSISTANT **Nurses** required. Not necessary for candidates to sit for examinations. Previous nursing experience not essential. Salary 25s. a week with board, lodging and uniform. Apply Medical Superintendent. (155)

NATIONAL HOSPITAL QUEEN SQUARE, LONDON, W.C.1

REQUIRED **Assistant Nurses** with two years' nursing experience. Salary £52 per annum with uniform material. Apply to the Matron. (530)

THE NOOK CONVALESCENT HOME, GREENFIELD
(28 BEDS)

ASSISTANT **Nurse** wanted. Candidate must have had at least one year's previous nursing experience. Salary at the rate of £40 per annum. Uniform provided.

Apply, with matron's name for reference, to the Lady Superintendent of Nurses, Oldham Royal Infirmary, Oldham. (381)

WOODSIDE HOSPITAL, WOODSIDE AVENUE, MUSWELL HILL, LONDON, N.10
(UNDER E.M.S. SCHEME)
(FOR FUNCTIONAL NERVOUS DISORDERS OCCURRING AMONG H.M. FORCES AND OTHERS)

ASSISTANT **Nurse** required. Age not under 21, with at least 2 years hospital training. Full certificates not essential. 52 hour week. Salary £60 p.a. (subject to the general revision as announced) and uniform.

Apply to the Matron. (679)

ELIZABETH GARRETT ANDERSON HOSPITAL, 144, EUSTON ROAD, N.W.1

ASSISTANT **Nurse** required. Two years' hospital experience essential. Salary £50 rising.

Apply Matron. (708)

CITY OF WAKEFIELD
INFECTIOUS DISEASES HOSPITAL

APPLICATIONS are invited for the post of **Assistant Nurse** at the above Hospital, at a salary of £55 per annum plus Cost of Living Bonus. The appointment will be terminable by one month's notice on either side, will be subject to the provisions of the Local Government Superannuation Act, 1937, and to the successful candidate passing a medical examination.

Applications stating age and experience should be received by the undersigned as soon as possible.

W. S. DES FORGES,
Town Clerk.

Town Hall,
Wakefield.
Ap 1941. (717)

SURREY COUNTY COUNCIL
PUBLIC HEALTH DEPARTMENT

ASSISTANT **Nurses** required at :—
CUMBERLAND HOUSE,
WHITFORD GARDENS, MITCHAM
EPSOM COUNTY HOSPITAL,
DORKING ROAD, EPSOM
SURREY COUNTY SANATORIUM,
MILFORD, Near GODALMING

Commencing salary £60 p.a., rising by annual increments of £2 10s. to £65 p.a., together with full residential emoluments valued at £65 p.a.

Forms of application and further particulars may be obtained from the Matrons of the Hospitals.

DUDLEY AUKLAND,
Clerk of the Council.

County Hall,
Kingston-upon-Thames,
25th April, 1941. (695)

LONDON COUNTY COUNCIL
MENTAL NURSING

PROBATIONER **Nurses** (women 17 to 40) required at Friern Hospital (for nervous and mental disorders), New Southgate, N.11. Three years' training course. Excellent promotion prospects. Previous experience not necessary. Commencing wages £2 a week plus cost of living bonus. Charges for lodging, washing and meals (approximately £1 a week). Hours average 48 a week. Three weeks' annual holiday. Uniform free. Opportunity for pensionable employment. Free rail voucher from home to hospital.

Married Women (trained or untrained) accepted for non-pensionable employment (resident or non-resident).

Application form from Matron. (621)

BETHLEM ROYAL HOSPITAL, (For Mental and Nervous Disorders), MONKS ORCHARD, EDEN PARK, BECKENHAM, KENT

VACANCIES exist for a limited number of educated young women, between the ages of 18 and 30, who wish to train as mental nurses. The Hospital is recognised as a training school by the General Nursing Council and facilities are provided for students who wish to take their general training after obtaining their certificate in mental nursing. Commencing salary 22s. 6d. per week. No deduction for board, lodging and laundry. Ration allowance paid during periods of annual leave. Hours of duty 54 per week. Apply the Matron. (635)

HUDDERSFIELD ROYAL INFIRMARY

THERE are vacancies for women of good education, aged 18 to 30, as **Probationer Nurses** at the Preliminary Training School. They will be coached throughout by a Resident Sister Tutor. Ward work is undertaken after a two months' course in the School and the training lasts for three years. Salary 1st year, £20; 2nd year, £25; 3rd year, £30; plus board, residence, uniform and laundry. Federated Superannuation Scheme in force. Nurses who have passed the Final State Examination in Children's or Fever Nursing, may also apply for two years' general training.

Enquiries to be addressed to the Matron. (211)

CONNAUGHT HOSPITAL, ORFORD ROAD, WALTHAMSTOW, E.17
(APPROVED TRAINING SCHOOL—RESIDENT SISTER TUTOR)

THERE are several vacancies for well educated **Probationers** immediately for increase of staff with a view to reduction of hours of duty.

Salary £24, £28, £36. Federated Superannuation Scheme in force.

Apply for form and particulars to the Matron. (663)

COUNTY BOROUGH OF SOUTHPORT

WANTED for New Hall Hospital, 108 beds, complete training school for fever nurses. **Probationers.** Salary £37 10s. to £47 10s. Full holidays and uniform allowance. Age 16 to 24 years.

Apply to the Matron giving details of age and education. (602)

GT. YARMOUTH GENERAL HOSPITAL
APPROVED TRAINING SCHOOL

PROBATIONERS required. Age 18-30.

For particulars apply to the Matron. (593)

THE ROYAL WATERLOO HOSPITAL FOR CHILDREN AND WOMEN, WATERLOO ROAD, S.E.1
(RECOGNISED TRAINING SCHOOL)

THERE are vacancies for **Probationer Nurses** for three-and-a-half year's training. Age 18-35. Salary £20, £22, £30, £40. Board, lodging, and some indoor uniform provided. Candidates will commence training at the Base Hospital out of London.

For particulars apply to Matron. (650)

SELLY OAK HOSPITAL, BIRMINGHAM 29
(TRAINING SCHOOL FOR NURSES, APPROVED BY THE GENERAL NURSING COUNCIL FOR ENGLAND AND WALES AND THE CENTRAL MIDWIVES BOARD, PART A TRAINING)

PROBATIONER **Nurses** required. Aged between 19 and 32 years. Apply to the Matron for full particulars. (677)

INFECTIOUS DISEASES HOSPITAL, LITTLE BROMWICH, BIRMINGHAM 9
(750 BEDS)

PROBATIONER **Nurses** required. Candidates must be strong and well educated. Age 17-28.

Salary £50—£53—£60. Uniform provided.

Holiday ration allowance granted. Superannuation Scheme in force.

Further particulars and application forms apply Matron. (504)

CENTRAL LONDON THROAT, NOSE AND EAR HOSPITAL, GRAY'S INN ROAD, LONDON, W.C.1

PROBATIONERS required. Strong and well educated. Salary £20 to £22. Affiliated training school with the Royal Free Hospital. Age from 17.

Apply Matron. (703)

MACCLESFIELD GENERAL INFIRMARY
(100 BEDS)

RECOGNISED TRAINING SCHOOL

PROBATIONER **Nurses** required. Age 18-33. Applicants must have had a good education. Board, laundry and uniform provided. Salary £20, £25, £30 per annum.

Apply by letter to the Matron. (65)

QUEEN MARY'S HOSPITAL FOR THE EAST END, STRATFORD, E.15
RECOGNISED TRAINING SCHOOL

PROBATIONER **Nurses** required. Well educated, age 18 to 30 years. Four years' training. Superannuation Scheme in force. Salary £30—£35—£40—£50.

Apply by letter, or personally any morning, to Matron. (131)

THE BIRMINGHAM ACCIDENT HOSPITAL AND REHABILITATION CENTRE
PRELIMINARY TRAINING COURSE

THERE are vacancies in the above-named Hospital, for **Student Nurses.** Two years course.

The Syllabus includes all subjects required for the Preliminary State Examination. Lectures will be given by the Medical Officers, and Lectures and Demonstrations by the Sister Tutor and Ward Sisters.

After passing the Preliminary State Examination, students will move on to Affiliated Schools for completion of training.

Salary 1st year, £30, with uniform.
Salary 2nd year, £40, with uniform.

For particulars apply to the Matron, The Birmingham Accident Hospital and Rehabilitation Centre, Birmingham, 15. (305)

CITY OF MANCHESTER

PROBATIONER **Nurses** wanted now and later at the following Municipal Hospitals :—

TUBERCULOSIS SANATORIA (minimum age 18 years).
Abergele Sanatorium, Abergele, North Wales.—£35—£40—£35—£40. (Affiliated training school).
Baguley Sanatorium, near Altringham, Cheshire.—£40 to £45.

GENERAL HOSPITALS (Complete Training Schools). (Minimum age 18 years).
Crumpsall Hospital, Delaunays Road, Crumpsall, Manchester, 8.—£30 by £5 to £40.
Withington Hospital, West Didsbury, Manchester, 20.—£30 by £5 to £40.

INFECTIOUS DISEASES HOSPITAL (Training School). (Minimum age 17 years.)
Monsall Hospital, Newton Heath, Manchester, 10.—£40 to £45. Emoluments, board, residence, laundry and uniform are additional to the annual salaries stated.

All applications should be addressed to the Matrons of the establishments. (360/18)

CUMBERLAND INFIRMARY, CARLISLE

THERE are vacancies for **Probationers.** Must be well educated and strong. Preliminary Training School, two months' course. Theoretical instruction given by the Resident Medical Staff and by the Resident Sister Tutor.

For Particulars apply to the Matron. (360/13)

THE ROYAL HOSPITAL AND HOME FOR INCURABLES, WEST HILL, PUTNEY S.W.15

PROBATIONER **Nurses** required. Candidates must be strong and well educated and not under 17 years of age. Salary £30 to £50 a year. Uniform provided. Apply for particulars to Matron. (360/8)

ST. MARK'S HOSPITAL (AFFILIATED TRAINING SCHOOL) CITY ROAD, LONDON, E.C.1

PROBATIONERS required, good education essential, age 18 to 30 years. Salary £25 to £30 per annum. Uniform provided. Application forms may be obtained from the Matron. (652)

CITY ISOLATION HOSPITAL, HUCKNALL ROAD, NOTTINGHAM
200 BEDS. TRAINING SCHOOL

PROBATIONER **Nurses** required. Lectures given by Medical and Nursing Staffs. Use of uniform. Training for two years and three months. Salary £30—£35, plus bonus. Apply (enclosing stamped, addressed envelope) to Matron. (355)

ST. MARY'S HOSPITAL, PADDINGTON, W.2
TRAINING SCHOOL FOR NURSES

EARLY vacancies for well-educated **Probationers.** Eight weeks spent in Preliminary Training School. Probationers have a day off weekly.

Application should be made to the Matron who will be pleased to arrange to interview parents with girls of school leaving age interested in the nursing profession. (239)

CITY OF LEICESTER
ISOLATION HOSPITAL AND SANATORIUM

PROBATIONER **Nurses** required. Salary £40 to £45 p.a. Modern classroom and resident Sister Tutor. Modern Nurses' Home.

Apply Matron, City Isolation Hospital, Groby Road, Leicester.

WILFRID CARR,
Secretary.

Health Department,
Grey Friars,
Leicester.
April, 1941. (488)

THE BOLTON ROYAL INFIRMARY
TRAINING SCHOOL FOR NURSES APPROVED BY THE GENERAL NURSING COUNCIL—(239 BEDS)

PROBATIONER **Nurses** required. Age 18-30 years, must be strong and well educated.

Salary £20, £25 and £30, with uniform, plus War Bonus of £2 12s. per annum.

For particulars apply to the Matron (75)

NOTTINGHAM GENERAL HOSPITAL
(531)
Preliminary Training School Attached

THERE are vacancies for **Probationer Nurses.** A good standard of education is required. Age 18 to 30.

Salary : 1st year £30; 2nd year £35; 3rd year £40; 4th year £50

with board, residence, laundry and indoor uniform.

Probationers are coached throughout their training by the Sister Tutor.

Applications should be addressed to the Matron, General Hospital, Nottingham, from whom all further information may be obtained. (5)

CITY OF PLYMOUTH
CITY ISOLATION HOSPITAL, BEACON PARK ROAD, PLYMOUTH (RECOGNISED TRAINING SCHOOL)

PROBATIONER **Nurses** required for training for State Fever Certificate. Applicants should be between the ages of 18-25 years and of good education. Salary £40 by £5 to £45 per annum.

For full particulars apply to Matron. (576)

THE WILLESDEN GENERAL HOSPITAL; HARLESDEN ROAD, N.W.10

APPLICATIONS are invited from strong and well educated girls from 18 to 30 years of age, who wish to train as **Hospital Nurses.** Interview essential. Training, four years. Training will be curtailed one year for nurses, on supplementary part of G.N.C. Register.

Apply Matron. (50)

CITY MENTAL HOSPITAL, HUMBERSTONE, LEICESTER.

PROBATIONER **Nurses** required. Age 18 to 30. Height not less than 5 ft. 4 in. School leaving certificate or the equivalent is desirable but not essential.

Commencing salary at present £68 14s. per annum, together with board, lodging, washing, etc., valued at approximately £45 10s. per annum. Salary rises on an average to £98 16s. per annum, on qualifying by examination, and to £131 15s. on promotion to Charge Sister.

The Hospital is a recognised training school for the G.N.C. and R.M.P.A. Certificates, and full courses of lectures and instructions are given by the Medical Staff and Sister Tutor.

There is a modern Nurses' Home and there are social and recreational facilities.

Stamped addressed envelope for application form should be sent to the Matron. (40)

LONDON HOSPITAL NURSING SCHOOL (COUNTRY ANNEXE)

THE London Hospital Nursing School (approved by the General Nursing Council) still provides a four year course of training.

A preliminary seven weeks' course is held at the Training School now set up in a large private house some 20 miles from London, after which systematic teaching is carried out in a country annexe of 350 beds; at the London Hospital and at Emergency Hospitals in Essex and Hertfordshire where London Hospital Nursing Units are now working.

Throughout her training the Student Nurse receives theoretical instruction from qualified London Hospital Tutor Sisters, practical demonstrations and bedside teaching from experienced Ward Sisters, and lectures by the Medical and Surgical staff.

Candidates must be intelligent, well educated and of good physique. Age 18 to 30 years.

Remuneration at the rate of £30 for the first year; £35 for the second; £40 for the third and £65 for the fourth, is given during training. The Federated Superannuation Scheme is in force. When working at the London Hospital excellent air-raid shelters with comfortably fitted Vi-Spring bunks, are provided. Every care is taken for the safety of the Nurses and no wards above the first floor are at present in use.

Application forms and further particulars may be obtained by sending a stamped and addressed envelope to the Matron, London Hospital, Whitechapel, E.1. (57)

THE GENERAL INFIRMARY AT LEEDS
(673 BEDS)
TRAINING SCHOOL FOR NURSES APPROVED BY THE GENERAL NURSING COUNCIL

THERE are vacancies for **Probationer Nurses** for increase of staff.

During the training of eight weeks in the Preliminary Training School, Probationers live in the Nurses' Home.

Lectures and practical instruction are given by members of the Honorary Medical Staff, qualified Sister Tutors and Ward Sisters.

Nurses on Supplementary Children or Fever Register accepted as second-year Nurses for three years' training.

Age 18-30 years.

Applications should be made to the Matron who will be pleased to interview parents of girls of school-leaving age interested in the nursing profession. (208)

GLOUCESTERSHIRE JOINT BOARD FOR TUBERCULOSIS

ASSISTANT **Nurses** required. Must have Tuberculosis or Fever training. Salary £45—55. If holding Tuberculosis Certificate salary £50—£60. Superannuation scheme in force. Apply to The Matron, Standish House, Stonehouse, Glos. (21)

THE ROYAL INFIRMARY, SHEFFIELD
(475 Beds)

THERE are vacancies for **Probationer Nurses** for increase of staff. After three months' preliminary course candidates who are accepted for duty in the wards and departments are given opportunities for taking the examinations of the General Nursing Council. Instruction is given by members of the Honorary Medical Staff and by resident Sister Tutors.

Federated Superannuation Scheme in force for all trained staff. A good standard of education is required. Age 18-30.

Enquiries and applications should be addressed to the Matron, who will be pleased to interview parents of likely candidates. (2)

DUDLEY ROAD HOSPITAL, BIRMINGHAM, 18
Probationer Nurses

THERE are vacancies for **Probationer Nurses** in the Dudley Road Hospital, Birmingham, 18 which is approved by the General Nursing Council for England and Wales as a complete Training School for Nurses.

Applicants must be well educated and strong and not younger than 20 years of age.

Period of training three years, exclusive of three months' trial period.

Salary £30, £35 and £40 for the first, second and third years respectively, residence, rations, laundry and uniform provided. Good off duty time and annual holiday.

Full particulars will be forwarded on application (accompanied by stamped addressed foolscap envelope) being made to the Matron. (10)

MANCHESTER ROYAL INFIRMARY

PROBATIONERS required for increase of staff.

For particulars apply to the Lady Superintendent of Nurses. (6)

BROMPTON HOSPITAL, S.W.3

ASSISTANT **Nurses** wanted.

Commencing salary £40 to £50, according to experience.

Apply Matron. (61)

THE ROYAL HOSPITAL, WOLVERHAMPTON
(INCORPORATED UNDER CHARTER)
(340 BEDS)

VACANCIES for well-educated girls as **Probationers**, age 18-30 years. Preliminary training school. Free midwifery training (Part I) may be taken in fourth year if so desired. Uniform provided. Scholarships available for specialised training after State-registration.

A course for girls of 17 years may be taken in the women's department before general training. Uniform provided.

Full particulars may be obtained from the Matron, who will be pleased to interview parents and girls by appointment, Wolverhampton. (69)

KENT COUNTY COUNCIL
Public Assistance Department
County Hospital, Chatham
County Hospital, Dartford
County Hospital, Farnborough
Near Bromley
County Hospital, Pembury
Near Tunbridge Wells

PROBATIONER **Nurses** are required at the above Hospitals for training in general nursing for a period of three years.

Salary £30 a year for the 1st year, £35 a year for the 2nd year, and £40 a year for the 3rd year, together with residential emoluments

Candidates will be prepared for the examination of the General Nursing Council, and if successful, will be eligible for appointment as Staff Nurses.

A superannuation scheme is in force. All nurses receive three week's annual holiday.

There is a good Nurses' Home with all modern conveniences at each of the Hospitals.

Further details as to the general rules of the Hospitals will be forwarded on application being made to the Superintendent-Matron of the County Hospital, Farnborough, and to the Matrons of the remaining Hospitals.

W. L. PLATTS,
Clerk of the County Council.

County Hall,
Maidstone. (23)

BRISTOL ROYAL INFIRMARY
(430 Beds)
Medical School and School of Nursing

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